

# BACK TO SCHOOL NIGHTS



# Board of Education Agenda

Wednesday, August 28, 2024



**RIALTO**  
UNIFIED SCHOOL DISTRICT  
*BRIDGING FUTURES THROUGH INNOVATION*

## **Mission**

The mission of the Rialto Unified School District, the bridge that connects students to their future aspirations, is to ensure each student achieves personal and career fulfillment within a global society, through a vital system distinguished by:

- High expectations for student achievement
- Safe and engaging learning environments
- Effective family and community involvement
- Learning opportunities beyond the traditional school setting
- Appreciation of cultural diversity

## **Board of Education**

Joseph W. Martinez, President  
Edgar Montes, Vice President  
Evelyn P. Dominguez, LVN, Clerk  
Dr. Stephanie E. Lewis, Member  
Nancy G. O'Kelley, Member

## **RUSD Acting Superintendent**

Dr. Edward D'Souza

### ***Front Cover Picture:***

Excitement and engagement filled the air during RUSD's Back to School Nights. On August 8th, 14th, and 22nd, families from our elementary, middle, and high schools gathered to connect with teachers and staff, explore campus resources, and gain valuable insights into their children's educational journeys. These events provided an invaluable opportunity for parents and guardians to engage with the school community, setting the stage for a successful academic year. The strong turnout across all school levels highlights the importance of these connections in fostering student success and a thriving school community.



## IMPORTANT PUBLIC NOTICE

For those that wish to participate in the meeting and/or make public comments, please follow the steps below:

- To access the Board Meeting via live stream, go to “Our Board”, scroll down to “Board Meeting Videos” and click play.
- To access the meeting agenda, visit our website and click on “Our Board”, then scroll down to “Agendas and Minutes”.
- **To make public comments, please arrive five minutes prior to the school Board meeting to allow time for you to submit your public comment request. Remember that comments are limited to three minutes on each item on or off the agenda.**
- If you have any questions, please contact Martha Degortari, Executive Administrative Agent, at [mdegorta@rialtousd.org](mailto:mdegorta@rialtousd.org), or 1(909) 820-7700, ext. 2124.
- To access the Spanish version of the Board meeting: United States Toll +1(408) 418-9388 Access Code – 960 675 512 #.



**RIALTO UNIFIED SCHOOL DISTRICT  
REGULAR MEETING OF THE BOARD OF EDUCATION  
AGENDA**

**August 28, 2024**

**Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California**

**Board Members:**

**Joseph W. Martinez, President  
Edgar Montes, Vice President  
Evelyn P. Dominguez, LVN, Clerk  
Dr. Stephanie E. Lewis, Member  
Nancy G. O'Kelley, Member**

**Acting Superintendent:**

**Edward D'Souza, Ph.D.**

Any individual who requires disability-related accommodations or modifications, including auxiliary aids and services, in order to participate in the Board meeting should contact the Superintendent or designee in writing.

**Pages**

**A. OPENING**

**A.1 CALL TO ORDER 6:00 p.m.**

**A.2 OPEN SESSION**

### A.3 CLOSED SESSION

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

As provided by law, the following are the items for discussion and consideration at the Closed Session of the Board Meeting:

- PUBLIC EMPLOYEE EMPLOYMENT / DISCIPLINE / DISMISSAL / RELEASE / REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)
- STUDENT EXPULSIONS / REINSTATEMENTS / EXPULSION ENROLLMENTS
- CONFERENCE WITH LABOR NEGOTIATORS

Agency designated representatives: Edward D'Souza, Ph.D., Acting Superintendent; Lead Personnel Agents: Rhonda Kramer, Roxanne Dominguez, and Armando Urteaga, Personnel Services.

Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)

- PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3).  
CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION - Number of Potential Claims: 1
- REVIEW LIABILITY CLAIM NO. 24-25-03

#### COMMENTS ON CLOSED SESSION AGENDA ITEMS

Any person wishing to speak on any item on the Closed Session Agenda will be granted three minutes.

**Vote by Board Members to move into Closed Session:**

Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_ Absent: \_\_\_\_\_

Time: \_\_\_\_\_

**A.4 ADJOURNMENT OF CLOSED SESSION**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Vote by Board Members to adjourn Closed Session:

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

Time:\_\_\_\_\_

**A.5 OPEN SESSION RECONVENED - 7:00 p.m.**

**A.6 PLEDGE OF ALLEGIANCE**

**A.7 PRESENTATION BY GARCIA ELEMENTARY SCHOOL**

**A.8 REPORT OUT OF CLOSED SESSION**

**A.9 ADOPTION OF AGENDA**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Vote by Board Members to adopt the agenda:

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

**B. PRESENTATIONS - None**

**C. COMMENTS**

**C.1 PUBLIC COMMENTS ON AGENDA ITEMS**

Any person wishing to speak on any item on the Agenda will be granted three minutes.

**C.2 PUBLIC COMMENTS NOT ON THE AGENDA**

At this time, any person wishing to speak on any item not on the Agenda will be granted three minutes.

**D. PUBLIC HEARING**

19

**D.1 OPEN PUBLIC HEARING**

20

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Collective Bargaining Agreement [AB1200 (Statutes of 1991, Chapter 1213) As revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the California School Employees Association, Chapter #203 (CSEA), and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

**Vote by Board Members to open Public Hearing:**

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

Time:\_\_\_\_\_

**D.2 CLOSE PUBLIC HEARING**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to close Public Hearing:**

Ayes:\_\_\_\_\_Noes:\_\_\_\_\_Abstain:\_\_\_\_\_Absent:\_\_\_\_\_

Time:\_\_\_\_\_

**D.3 OPEN PUBLIC HEARING**

25

Any person wishing to speak on the item on the Public Hearing agenda will be granted three minutes.

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Pursuant to the requirements of Governmental Code and Board Policy, the Form for Public Disclosure of Proposed Classification and Compensation Study [AB1200 (Statutes of 1991, Chapter 1213) As revised by AB2756 (Statutes of 2004, Chapter 25), Government Code 3547.5] between the California School Employees Association, Chapter #203 (CSEA), and the Rialto Unified School District Board of Education, is hereby posted in compliance with the legislative requirements for public notice.

**Vote by Board Members to open Public Hearing:**

Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_ Absent: \_\_\_\_\_

Time: \_\_\_\_\_

**D.4 CLOSE PUBLIC HEARING**

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to close Public Hearing:**

Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_ Absent: \_\_\_\_\_

Time: \_\_\_\_\_

**D.5 PUBLIC INFORMATION**

**D.5.1 FOURTH QUARTER WILLIAMS REPORT (APRIL - JUNE) FISCAL YEAR 2023-24** 30

**D.5.2 FOURTH QUARTER – 2023-2024 – WILLIAMS UNIFORM COMPLAINT REPORT** 31



**E. CONSENT CALENDAR ITEMS**

32

All items on the Consent Calendar will be acted upon in one motion unless pulled by Board of Education members or the Superintendent for individual action.

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**Vote by Board Members to approve Consent Calendar Items:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**E.1 GENERAL FUNCTIONS CONSENT ITEMS**

<b>E.1.1</b>	<b>APPROVE THE SECOND READING OF REVISED BOARD POLICY BP 5131.7; WEAPONS AND DANGEROUS INSTRUMENTS</b>	<b>33</b>
<b>E.1.2</b>	<b>APPROVE THE SECOND READING OF BOARD POLICY 3515.2; DISRUPTIONS</b>	<b>39</b>
<b>E.1.3</b>	<b>APPROVE THE SECOND READING OF REVISED BOARD POLICY 1313; CIVILITY</b>	<b>44</b>
<b>E.1.4</b>	<b>APPROVE THE SECOND READING OF REVISED BOARD POLICY 1260; EDUCATIONAL FOUNDATION</b>	<b>52</b>
<b>E.1.5</b>	<b>APPROVE THE SECOND READING OF REVISED BOARD POLICY 1160; POLITICAL PROCESSES</b>	<b>56</b>
<b>E.1.6</b>	<b>APPROVE THE FIRST READING OF BOARD POLICY 0415; EQUITY</b>	<b>63</b>

E.1.7	<b>APPROVE THE FIRST READING OF REVISED BOARD POLICY 4158, 4258, 4358; EMPLOYEE SECURITY</b>	72
E.1.8	<b>APPROVE THE FIRST READING OF REVISED BOARD POLICY 6115; CEREMONIES AND OBSERVANCES</b>	93
E.1.9	<b>APPROVE THE FIRST READING OF REVISED BOARD POLICY 6141.2; RECOGNITION OF RELIGIOUS BELIEFS AND CUSTOMS</b>	96
E.2	<b>INSTRUCTION CONSENT ITEMS - None</b>	
E.3	<b>BUSINESS AND FINANCIAL CONSENT ITEMS</b>	
E.3.1	<b>APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING</b>	
	All funds from July 25, 2024 through August 9, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.	
E.3.2	<b>DONATIONS</b>	101
	Accept the listed donations from Hannia Rodriguez; Juanita Chan-Roden; Smile America Abdi Foundation; Faro Logistics; and Amazon LBG7, and that a letter of appreciation be sent to the donor.	
E.3.3	<b>SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS</b>	102
	Declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.	

<b>E.3.4</b>	<b>SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS FROM CHILD NUTRITION SERVICES</b>	103
	Declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.	
<b>E.3.5</b>	<b>APPROVE A RENEWAL AGREEMENT WITH YOUNG VISIONARIES YOUTH LEADERSHIP ACADEMY</b>	104
	Provide a mentorship program for students and families, effective August 29, 2024 through June 30, 2025, at no cost to the District.	
<b>E.3.6</b>	<b>APPROVE A RENEWAL AGREEMENT WITH YOUTH ACTION PROJECT</b>	105
	Provide Rialto Unified School District students with workforce, academic, and support services, effective August 29, 2024 through June 30, 2025, at no cost to the District.	
<b>E.3.7</b>	<b>APPROVE A RENEWAL AGREEMENT WITH EARTH BENEATH OUR FEET</b>	106
	Provide presentations and resources to all RUSD students in grades 3 and 4, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$16,700.00, and to be paid from the General Fund.	
<b>E.3.8</b>	<b>APPROVE A RENEWAL AGREEMENT WITH ESCRIBE SOFTWARE LTD.</b>	107
	Annual license for meeting management software, effective September 1, 2024, through August 31, 2025, at a cost not-to-exceed \$22,000.00 and to be paid from the General Fund.	

- E.3.9 APPROVE A RENEWAL AGREEMENT WITH CITY OF SAN BERNARDINO POLICE DEPARTMENT** 108
- Provide police services during home football games at Rialto High School, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$23,400.00, and to be paid from the General Fund.
- E.3.10 APPROVE A RENEWAL AGREEMENT WITH FRANKLIN COVEY - CASEY ELEMENTARY SCHOOL** 109
- Implement the Leader in Me program at Casey Elementary School, effective August 29, 2024 through June 30, 2027, at a cost not-to-exceed \$18,810.00, and to be paid from the General Fund.
- E.3.11 APPROVE AN AGREEMENT WITH KNN PUBLIC FINANCE, LLC FOR DISCLOSURE SERVICES** 110
- Provide continuing disclosure services related to General Obligation Bonds and other financing obligations, as well as Certificates of Participation for the Fiscal Year 2024-2025 with the filing of the 2023-2024 Annual Report, at a cost not-to-exceed \$5,500.00 per filing year, effective July 1, 2024, through June 30, 2025, with an option to renew annually through June 30, 2030, and to be paid from Fund 21 – General Obligation (G.O.) Bond.
- E.3.12 APPROVE AN AGREEMENT WITH SUNFLOWER THERAPIES** 111
- Provide Bilingual Speech Evaluations and Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

<b>E.3.13</b>	<b>APPROVE AN AGREEMENT WITH DR. PEDRO OLVERA</b>	112
	Provide Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund.	
<b>E.3.14</b>	<b>APPROVE AN AGREEMENT WITH BEAM, LLC</b>	113
	Complete critical assessment support for Independent Education Evaluations (IEEs) for the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.	
<b>E.3.15</b>	<b>APPROVE AN AGREEMENT WITH EIDE BAILLY, LLP TO CONDUCT INDEPENDENT ANNUAL FINANCIAL AND PERFORMANCE AUDITS FOR PROPOSITION 39 MEASURE “A” GENERAL OBLIGATION FUNDS</b>	114
	Perform Independent Annual Financial and Performance Audits of the District’s Proposition 39 Measure “A” General Obligation Bond Funds for two (2) fiscal years: 2023/2024 - \$9,000; and 2024/2025 - \$9,500; for a total amount not-to-exceed \$18,500.00, and to be paid from Fund 21 – General Obligation (G.O.) Bond.	
<b>E.3.16</b>	<b>APPROVE AN AGREEMENT WITH SAN BERNARDINO VALLEY COLLEGE CORPS</b>	115
	Approve the College Corps Partnership Agreement 2024-2025 to allow a minimum of three (3) College Corps Fellows to support the Rialto STEM Service Area at the STEM Center, effective August 29, 2024 through June 30, 2025, at no cost to the District.	

- |               |   |     |
|---------------|---|-----|
| <b>E.3.17</b> | <b>APPROVE AN AGREEMENT WITH CURLS, COILS &amp; CROWNS - MILOR HIGH SCHOOL</b>  | 116 |
|               | Provide a two (2) day workshop, effective August 29, 2024 through August 30, 2024, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund (Equity Multiplier Fund).  |     |
| <b>E.3.18</b> | <b>APPROVE AN AGREEMENT WITH JAMES WOODS, DAT YOGA DUDE - MILOR HIGH SCHOOL</b>   | 117 |
|               | Provide two (2) days of (up to four 1-hour per day) Yoga and Wellness sessions to Milor High School students and staff, effective August 29, 2024, through August 30, 2024, at a cost not-to-exceed \$5,000.00, and to be paid from the General Fund (Title I).   |     |
| <b>E.3.19</b> | <b>APPROVE SIGNATURE AUTHORIZATION FOR CALIFORNIA INTERSCHOLASTIC FEDERATION (CIF) RELATED CONTRACTS</b>  | 118 |
|               | Approve the signature authorization of the Principals and Athletic Directors of Carter, Eisenhower, and Rialto High Schools to sign California Interscholastic Federation (CIF) contracts to arrange non-league and tournament interscholastic athletic contests, effective for the 24-25 school year, until revoked. |     |
| <b>E.3.20</b> | <b>APPROVE AN AGREEMENT WITH IXL LEARNING - RIALTO HIGH SCHOOL</b>  | 119 |
|               | Provide instructional resources for 250 math intervention support students at Rialto High School, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$5,308.00, and to be paid from the General Fund (Title I).  |     |
| <b>E.4</b>    | <b>FACILITIES PLANNING CONSENT ITEMS - None</b>   |     |

<b>E.5</b>	<b>PERSONNEL SERVICES CONSENT ITEMS</b>	
<b>E.5.1</b>	<b>APPROVE PERSONNEL REPORT NO. 1323 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES</b>	<b>120</b>

<b>E.6</b>	<b>MINUTES</b>	<b>128</b>
<b>E.6.1</b>	<b>APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD AUGUST 14, 2024</b>	<b>129</b>

<b>E.6.2</b>	<b>APPROVE THE MINUTES OF THE SCHOOL FACILITIES CORPORATION SPECIAL MEETING OF THE BOARD OF DIRECTORS HELD AUGUST 14, 2024</b>	<b>159</b>
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<b>F.</b>	<b><u>DISCUSSION/ACTION ITEMS</u></b>	<b>163</b>
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<b>F.1</b>	<b>APPROVE AMENDMENT NO. 3 TO THE AGREEMENT WITH PCH ARCHITECTS TO PROVIDE ARCHITECTURAL SERVICES FOR THE COVERED PARENT WAITING AREA AT THE DISTRICT ENROLLMENT CENTER</b>	<b>164</b>
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Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Extend the agreement term from September 30, 2024, to June 30, 2025, and increase the contract by \$14,400.00 for a revised contract amount not-to-exceed \$55,035.00, to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.2 ACCEPT THE FRESH FRUIT AND VEGETABLE  
PROGRAM GRANT FROM THE UNITED STATES  
DEPARTMENT OF AGRICULTURE**

165

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Accept the first allocation in the amount of \$77,651.10 for the following elementary schools: Bemis, Boyd, Casey, Curtis, Dollahan, Dunn, Fitzgerald, Garcia, Henry, Hughbanks, Kelley, Morgan, Morris, Myers, Preston, Simpson, Trapp, and Werner with an implementation start date of August 2024.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President



**F.3 APPROVE AN AGREEMENT WITH PBK ARCHITECTS  
TO PROVIDE ARCHITECTURAL AND DESIGN  
SERVICES FOR THE NEW CENTRAL KITCHEN  
PROJECT**

166

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Provide architectural and design services for the new central kitchen project, effective August 29, 2024, through June 30, 2027, at a cost not-to-exceed \$2,106,300.00, and to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.4 APPROVE SCHOLARSHIPS FOR TEACHER PREPARATION PROGRAM WITH CALIFORNIA STATE UNIVERSITY SAN BERNARDINO, COLLEGE OF EDUCATION – RIALTO PROJECT IMPACT**

167

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Approve fifteen (15) scholarships for students enrolled in the Rialto “Project Impact” program in collaboration with California State University, San Bernardino, effective August 29, 2024, through June 30, 2025, at a cost not to exceed \$150,000, and to be paid from the General Fund - Educator effectiveness Grant Funds.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.5 APPROVE THE TENTATIVE SETTLEMENT AGREEMENT BETWEEN RIALTO UNIFIED SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 203 (CSEA)**

169

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.6 APPROVE THE IMPLEMENTATION OF THE CLASSIFICATION AND COMPENSATION STUDY FOR CLASSIFIED EMPLOYEES**

177

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Approve the classified bargaining unit classification and compensation study, effective February 1, 2024, at a cost not-to-exceed \$5,369,207.00, and to be paid from the General Fund, Adult Education, Child Development and Nutrition.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.7 ADOPT RESOLUTION NO. 24-25-10; REMUNERATION**

180

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

Excuse the absence of Board Member, Nancy G. O'Kelley, from the Wednesday, August 14, 2024, regular meeting of the Board of Education.

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**F.9 REINSTATEMENT**

Moved \_\_\_\_\_

Seconded \_\_\_\_\_

Case Number:

22-23-74

**DISCUSSION**

**Vote by Board Members:**

\_\_\_\_\_ Nancy G. O'Kelley, Member

\_\_\_\_\_ Dr. Stephanie E. Lewis, Member

\_\_\_\_\_ Evelyn P. Dominguez, LVN, Clerk

\_\_\_\_\_ Edgar Montes, Vice President

\_\_\_\_\_ Joseph W. Martinez, President

**G. OTHER COMMENTS**

**G.1 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS**

- Rialto Education Association (REA)
- California School Employees Association (CSEA)
- Communications Workers of America (CWA)
- Rialto School Managers Association (RSMA)

**G.2 COMMENTS FROM THE ACTING SUPERINTENDENT**

**G.3 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION**

**H. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on September 11, 2024, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.

Materials distributed or presented to the Board of Education at the Board Meeting are available upon request from the Superintendent's Office.

**Moved** \_\_\_\_\_

**Seconded** \_\_\_\_\_

**Vote by Board Members to adjourn:**

Ayes: \_\_\_\_\_ Noes: \_\_\_\_\_ Abstain: \_\_\_\_\_ Absent: \_\_\_\_\_

Time: \_\_\_\_\_

**PUBLIC HEARING**

**PLEASE POST**

**PLEASE POST**

**PUBLIC NOTICE**

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF THE PROPOSED COLLECTIVE BARGAINING AGREEMENT [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



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Nicole Albiso  
Lead Fiscal Services Agent

August 21, 2024

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT** SCHOOL DISTRICT

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

*(This information is pulled from the SUMMARY section of this file which should be completed FIRST)*

**MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA) BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on **08/28/24**

**A. PERIOD OF AGREEMENT:**  
The proposed bargaining agreement covers the period beginning **07/01/24**  
and ending **06/30/25**  
for the following fiscal years

**B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)**  
The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement	<b>\$137,228,874.28</b>
2. Current Year Costs After Agreement	<b>\$138,676,593.97</b>
3. Total Cost Change	<b>\$1,447,719.69</b>
4. Percentage Change	<b>1.05%</b>
5. Value of a 1% Change	<b>\$1,160,957.49</b>

**C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE**  
The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change (% Change To Existing Salary Schedule) (% change for one time bonus/stipend or salary reduction)	<b>1.07%</b>
2. Step & Column (Average % Change Over Prior Year Salary Schedule)	
3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE	<b>1.07%</b>
4. Change in # of Work Days (+/-) Related to % Change	
5. Total # of Work Days to be provided in Fiscal Year	
6. Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)	<b>180</b>



**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT** SCHOOL DISTRICT

**D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	<b>\$53,271,867.28</b>
2.	Cost of Benefits After Agreement	<b>\$53,672,638.97</b>
3.	Percentage Change in Total Costs	<b>0.75%</b>

**E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	<b>\$587,706,712.00</b>
2.	Percentage Reserve Level State Standard for District:	<b>3.00%</b>
3.	Amount of State Minimum Reserve Standard:	<b>\$17,631,201.36</b>

**SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:**

**GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)**

4.	Reserve for Economic Uncertainties (Object 9789)	<b>\$17,631,201.36</b>
5.	Unassigned/Unappropriated (Object 9790)	<b>0.00</b>
6.	<b>Total Reserves: (Object 9789 + 9790)</b>	<b>\$17,631,201.36</b>

**SPECIAL RESERVE FUND (Fund 17, as applicable)**

7.	Reserve for Economic Uncertainties (Object 9789)	
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**TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:**

8.	General Fund & Special Reserve Fund:	<b>\$17,631,201.36</b>
9.	Percentage of General Fund Expenditures/Uses	<b>3.00%</b>
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE  
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(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

**F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

None

**G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None

**H. NARRATIVE OF AGREEMENT**

The Classified Salary Schedule will be increased by 1.07% for FY 2024-25. The Shift Differential will be increased from one range to two ranges for swing shift and graveyard increased from two to three ranges. Bus Drivers whose calendar increased to eleven months will only be able to bid on those routes corresponding to their work calendar. Custodial staff will receive a shoe stipend.

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Adult Education Fund, Child Development Fund, and Child Nutrition Fund.

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )

**RIALTO UNIFIED SCHOOL DISTRICT** SCHOOL DISTRICT

**CERTIFICATION**

*To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.*

*Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.*

*The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.*

***We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.***

*[Handwritten Signature]*

District Superintendent - signature

*8/22/24*

Date

*[Handwritten Signature]*

Chief Business Official- signature

*8/22/24*

Date

*After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **8/28/2024** took action to approve the proposed Agreement with the **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)** Bargaining Unit.*

President, Governing Board  
(signature)

Date

**PLEASE POST**

**PLEASE POST**

**PUBLIC NOTICE**

PURSUANT TO THE REQUIREMENTS OF GOVERNMENT CODE AND BOARD POLICY, THE ATTACHED FORM FOR PUBLIC DISCLOSURE OF THE PROPOSED CLASSIFICATION AND COMPENSATION STUDY [AB1200 (STATUTES OF 1991, CHAPTER 1213) AS REVISED BY AB2756 (STATUTES OF 2004, CHAPTER 25), GOVERNMENT CODE 3547.5] BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA), AND THE RIALTO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION IS HEREBY POSTED IN COMPLIANCE WITH THE LEGISLATIVE REQUIREMENTS FOR PUBLIC NOTICE.



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Rhonda Kramer  
Lead Personnel Services Agent

August 21, 2024

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

Government Code Section 3547.5: **Before** a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer.

Intent of Legislation: To ensure that members of the public are informed of the major provisions of a collective bargaining agreement before it becomes binding on the school district.

*(This information is pulled from the SUMMARY section of this file which should be completed FIRST)*

**MAJOR PROVISIONS OF PROPOSED AGREEMENT WITH THE**

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)**

**BARGAINING UNIT**

To be acted upon by the Governing Board at its meeting on

**08/28/24**

**A. PERIOD OF AGREEMENT:**

The proposed bargaining agreement covers the period beginning and ending for the following fiscal years

**02/01/24**

**On Going**

**B. TOTAL COST CHANGE TO IMPLEMENT PROPOSED AGREEMENT (SALARIES & BENEFITS)**

The total change in costs for salaries and employee benefits in the proposed agreement:

1. Current Year Costs Before Agreement

**\$131,859,666.53**

2. Current Year Costs After Agreement

**\$137,228,874.28**

3. Total Cost Change

**\$5,369,207.75**

4. Percentage Change

**4.07%**

5. Value of a 1% Change

**\$1,107,265.42**

**C. PERCENTAGE SALARY CHANGE FOR AVERAGE, REPRESENTED EMPLOYEE**

The total percentage change in salary, including annual step and column movement on the salary schedule (as applicable), for the average, represented employee under this proposed agreement:

1. Salary Schedule change

(% Change To Existing Salary Schedule)

(% change for one time bonus/stipend or salary reduction)

**9.08%**

2. Step & Column

(Average % Change Over Prior Year Salary Schedule)

3. TOTAL PERCENTAGE CHANGE FOR THE AVERAGE, REPRESENTED EMPLOYEE

**9.08%**

4. Change in # of Work Days (+/-) Related to % Change

5. Total # of Work Days to be provided in Fiscal Year

6. Total # of Instructional Days to be provided in Fiscal Year (applicable to Certificated BU agreements only)

**180**

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

**D. PERCENTAGE BENEFITS CHANGE FOR BOTH STATUTORY AND DISTRICT-PROVIDED EMPLOYEE BENEFITS INCLUDED IN THIS PROPOSED AGREEMENT:**

1.	Cost of Benefits Before Agreement	<b>\$51,785,511.53</b>
2.	Cost of Benefits After Agreement	<b>\$53,271,867.28</b>
3.	Percentage Change in Total Costs	<b>2.87%</b>

**E. IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES**

State-Recommended Minimum Reserve Level (after implementation of Proposed Agreement)

1.	Based On Total Expenditures and Other Uses in the General Fund of:	<b>\$587,706,712.00</b>
2.	Percentage Reserve Level State Standard for District:	<b>3.00%</b>
3.	Amount of State Minimum Reserve Standard:	<b>\$17,631,201.36</b>

**SUFFICIENCY OF DISTRICT UNRESTRICTED RESERVES to meet the minimum recommended level AFTER IMPLEMENTATION OF PROPOSED AGREEMENT:**

**GENERAL FUND RESERVES (Fund 01 Unrestricted ONLY)**

4.	Reserve for Economic Uncertainties (Object 9789)	<b>\$17,631,201.36</b>
5.	Unassigned/Unappropriated (Object 9790)	<b>0.00</b>
6.	<b>Total Reserves: (Object 9789 + 9790)</b>	<b>\$17,631,201.36</b>

**SPECIAL RESERVE FUND (Fund 17, as applicable)**

7.	Reserve for Economic Uncertainties (Object 9789)	
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**TOTAL DISTRICT RESERVES, applicable to State Minimum Reserve Standard:**

8.	General Fund & Special Reserve Fund:	<b>\$17,631,201.36</b>
9.	Percentage of General Fund Expenditures/Uses	<b>3.00%</b>
	Difference between District Reserves and Minimum State Requirement	

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2 )**

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

**F. MULTIYEAR CONTRACT AGREEMENT PROVISIONS**

None

**G. FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS**

The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years (including any compensation and/or noncompensation provisions specified below that have been agreed upon if the proposed agreement is part of a multi-year contract):

None

**H. NARRATIVE OF AGREEMENT**

During the 2018-2019 school year, the District agreed to conduct a Classification and Compensation study of all job classifications within the CSEA bargaining unit. The results of the Classification and Compensation study will be effective February 1, 2024.

**I. SOURCE OF FUNDING FOR PROPOSED AGREEMENT**

The following source(s) of funding have been identified to fund the proposed agreement

General Fund, Adult Education Fund, Child Development Fund, and Child Nutrition Fund.

**FORM FOR PUBLIC DISCLOSURE  
OF PROPOSED COLLECTIVE BARGAINING AGREEMENT**  
(AB1200 (Statutes of 1991, Chapter 1213) as revised by AB 2756  
(Statutes of 2004, Chapter 25), Government Code 3547.5 & 3540.2)

**RIALTO UNIFIED SCHOOL DISTRICT**

**SCHOOL DISTRICT**

**CERTIFICATION**

*To be signed by the District Superintendent AND Chief Business Official when submitted for Public Disclosure and by the Board President after formal action by the Governing Board on the proposed agreement.*

*Districts with a Qualified or Negative Certification: Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review 10 days prior to the board meeting that will ratify the agreement.*

*The information provided in this document summarizes the financial implications of the proposed agreement and is submitted for public disclosure in accordance with the requirements of AB 1200, AB 2756 and GC 3547.5.*

**We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.**



District Superintendent - signature

8/22/24

Date



Chief Business Official- signature

8/20/24

Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on **8/28/2024** took action to approve the proposed Agreement with the **CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)** Bargaining Unit.

\_\_\_\_\_  
President, Governing Board  
(signature)

\_\_\_\_\_  
Date





**Board of Education Agenda  
August 28, 2024**

**FOURTH QUARTER WILLIAMS REPORT (APRIL - JUNE) FISCAL YEAR 2023-24**

**BACKGROUND:**

California Education Code 1240 requires that the San Bernardino County Superintendent of Schools (SBCSS) annually visits Williams-monitored schools identified in the county and must report to the District the results of any findings on a quarterly basis (October, January, April, and July.) This report serves as the District's fourth quarterly report for the 2023-24 fiscal year. Additionally, Education Code section 1240(c)(2)(C) requires that the results of the visits and/or reviews be reported to the governing board at a regularly scheduled meeting.

There are **no** findings to report in the following areas:

**Instructional Materials**

The instructional materials sufficiency reviews were conducted during the first quarter of the 2023-24 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2023.

**School Accountability Report Cards (SARC)**

The SARC reviews were conducted during the second quarter of the 2023-24 fiscal year and the findings were reported in the second quarterly report generated in January 2024.

**School Facilities**

The facilities inspections were conducted during the first quarter of the 2023-24 fiscal year as part of the Williams site visitation process and the findings were reported in the first quarterly reports generated in October 2023.

**Teacher Assignments**

The annual assignment monitoring review for the 2023-24 fiscal year will begin once the necessary data is available from the Commission on Teacher Credentialing (CTC) and the California Department of Education (CDE), and findings will be included in the corresponding quarterly report.

**SUBMITTED/REVIEWED BY:** Diane Romo



**Board of Education Agenda  
August 28, 2024**

**FOURTH QUARTER – 2023-2024 – WILLIAMS UNIFORM COMPLAINT REPORT**

<b>Number of Complaints this Quarter</b>			
	Received	Resolved	Unresolved
Instructional Materials	0	0	0
Facilities	0	0	0
Teacher Vacancies & Misassignments	0	0	0

**UCP CONTACT**

Name: Kevin Hodgson  
Title: Academic Agent: Special Programs  
Date Reported to Local Governing Board: 8/28/2024

**Entered By:**

Name: Kevin Hodgson  
Title: Academic Agent: Special Programs  
Entered On: 8/14/2024

**SUBMITTED/REVIEWED BY:** Kevin Hodgson Ed.D./Patricia Chavez, Ed.D.

**CONSENT CALENDAR ITEMS**



## RIALTO UNIFIED SCHOOL DISTRICT

Students

BP 5131.7(a)

### **WEAPONS AND DANGEROUS INSTRUMENTS**

The Board of Education recognizes that students and staff have the right to a safe and secure campus free from physical and psychological harm and desires to protect them from the dangers presented by firearms and other weapons.

~~(cf. 0450—Comprehensive Safety Plan)  
(cf. 3515.3—District Police/Security Department)  
(cf. 5116.1—Intradistrict Open Enrollment)  
(cf. 5131—Conduct)  
(cf. 5138—Conflict Resolution/Peer Mediation)~~

#### **Possession of Weapons**

The Board prohibits any student from possessing weapons, imitation firearms, or other dangerous instruments, as defined in law and administrative regulation, in school buildings, on school grounds or buses, at school-related or school-sponsored activities away from school, or while going to or coming from school.

**If a student is in possession of a prohibited weapon, imitation firearm, or dangerous instrument which creates a threat or perceived threat of a homicidal act, any employee or other school official who is alerted to or observes such a threat shall immediately report the threat to law enforcement.**

Under the power granted to the Board to protect the safety of students, staff, and others on District property and to maintain order and discipline in the schools, any school employee is authorized to confiscate any prohibited weapon, imitation firearm, or dangerous instrument from any student on school grounds.

**The principal or designee shall notify law enforcement authorities when any student possesses a firearm, explosive, or other prohibited weapon or dangerous instrument without permission, sells or furnishes a firearm, or commits any act of assault with a firearm or other weapon. (Education Code 48902; Penal Code 245, 626.9, 626.10; 20 USC 7961)**

~~(cf. 4158/4258/4358—Employee Security)~~

~~Any student who is determined to have brought a firearm to school or possessed a firearm at school, as verified by a school employee, shall be expelled for not less than one year, except that the Board may set an earlier date for readmission on a case-by-case basis, in accordance with Board policy and administrative regulation. (Education Code 48915; 20 USC 7151)~~

## **WEAPONS AND DANGEROUS INSTRUMENTS**

~~(cf. 5144.1 Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 Suspension and Expulsion/Due Process [Individuals with Disabilities])~~

Unless ~~he/she~~ a **student** has obtained prior written permission as specified below, a student possessing or threatening others with any weapon, dangerous instrument, or imitation firearm shall be subject to suspension and/or expulsion in accordance with law, Board policy, and administrative regulations.

~~(cf. 5144 Discipline)~~

~~(cf. 5144.1 Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 Suspension and Expulsion/Due Process (Individuals with Disabilities))~~

~~The principal or designee shall notify law enforcement authorities when any student possesses a firearm, explosive, or other prohibited weapon or dangerous instrument without permission, sells or furnishes a firearm, or commits any act of assault with a firearm or other weapon. (Education Code 48902; Penal Code 245, 626.9, 626.10; 20 USC 7151)~~

~~(cf. 3515.2 Disruptions)~~

### **Permission for Possession of a Weapon for Educational Purposes**

The institution of a JROTC (Junior Reserve Officers' Training Corps) program who desires cadets to possess imitation firearms and pellet guns on school grounds for an educational purpose shall submit a written request to the principal, at least five school days in advance of the planned possession which explains the planned use of the weapon and the duration, together with a written explanation from the staff person responsible for the school-sponsored activity or class.

The Superintendent or designee may grant permission for such possession when it is determined that possession of a District-issued, cadet-trainer, firearms, imitation, or other prohibited weapon on school grounds is necessary for a school-sponsored activity or class or as part of the educational program, especially the JROTC marksmen program. Factors that shall be considered include, but are not limited to, the planned use of the imitation weapon, the duration and location of the planned use, whether an audience is expected, and any perceived adverse effects on the safety and well-being of students or staff. If the Superintendent or designee grants such permission, the student and staff person shall be provided with a written explanation regarding any limitations and the permissible duration of the student's possession.

## WEAPONS AND DANGEROUS INSTRUMENTS

When the Superintendent or designee grants permission, all necessary precautions shall be taken to ensure the safety of all persons on school grounds and the safe keeping of the weapon, including, but not limited to, inspecting the imitation, cadet-trainer rifle and/or pellet gun to verify that no ammunition is present. Any permitted weapon shall be stored in a locked vehicle or in an appropriate, locked container before and after its authorized use.

Any student granted permission to possess an imitation weapon may be suspended and/or expelled if the weapon is possessed or used inappropriately.

### Possession of Pepper Spray

To prevent potential misuse that may harm students or staff, students are prohibited from carrying tear gas or tear gas weapons such as pepper spray on campus or at school activities.

### Reporting of Dangerous Objects

The Board encourages students to promptly report the presence of weapons, injurious objects, or other suspicious activity to school authorities. The identity of a student who reports such activity shall remain confidential to the extent permitted by law.

~~(cf. 5125—Student Records)~~

The Superintendent or designee shall develop strategies designed to facilitate student reporting of the presence of injurious objects on school grounds, such as tip hotlines, electronic transmissions, or other methods that preserve the student's anonymity. Incident reports and records shall not identify the student who reported the possession. The Superintendent or designee also shall inform staff, students, and parents/guardians that students who report the presence of injurious objects on school campuses are to be protected and their identity shielded.

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#### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 35291	<u>Governing board to prescribe rules for discipline of the schools</u>
Ed. Code 48902	<u>Mandatory notification of law enforcement authorities</u>
Ed. Code 48915	<u>Required recommendation for expulsions</u>

**WEAPONS AND DANGEROUS INSTRUMENTS**

Ed. Code 48916	<a href="#">Readmission</a>
Ed. Code 48980	<a href="#">Parent/Guardian notifications</a>
Ed. Code 49330-49335	<a href="#">Injurious objects</a>
Ed. Code 49390-49395	<a href="#">Homicide threats</a>
Pen. Code 16100-17360	<a href="#">Definitions</a>
Pen. Code 22810-23025	<a href="#">Tear gas weapon (pepper spray)</a>
Pen. Code 245	<a href="#">Assault with deadly weapon</a>
Pen. Code 25200-25225	<a href="#">Firearms; access to children</a>
Pen. Code 30310	<a href="#">Prohibition against ammunition on school grounds</a>
Pen. Code 417.4	<a href="#">Imitation firearm; drawing or exhibiting</a>
Pen. Code 626.10	<a href="#">Dirks, daggers, knives, razor or stun gun; bringing or possessing in school</a>
Pen. Code 626.9	<a href="#">Gun-Free School Zone Act of 1995</a>
<b>Federal</b>	<b>Description</b>
20 USC 6301-8961	<a href="#">No Child Left Behind Act</a>
20 USC 7961	<a href="#">Gun-Free Schools Act</a>
	<a href="#">Federal Clearinghouse on School Safety Evidence-Based Practices</a>
6 USC 665k	

	<b>Description</b>
	<a href="#">Safe Schools: Strategies for Governing Boards to Ensure Student Success, Third Edition, October 2011</a>
CSBA Publication	
U.S. Department of Education Publication	<a href="#">Guidance Concerning State and Local Responsibilities Under the Gun-Free Schools Act, 2018</a>
Website	<a href="#">U.S. Department of Homeland Security, Fusion Centers</a>
Website	<a href="#">California State Threat Assessment System</a>
	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">U.S. Department of Education, Safe Schools</a>
Website	<a href="#">National Alliance for Safe Schools</a>
Website	<a href="#">National School Safety Center</a>
	<a href="#">U.S. Department of Education, Office of Safe and Drug Free Schools</a>
Website	

**WEAPONS AND DANGEROUS INSTRUMENTS**Website [California Department of Education, Safe Schools](#)Website [CSBA](#)

## Cross References

Code	Description
0450	<a href="#">Comprehensive Safety Plan</a>
0450	<a href="#">Comprehensive Safety Plan</a>
1313	<a href="#">Civility</a>
3515	<a href="#">Campus Security</a>
3515	<a href="#">Campus Security</a>
3515-E PDF(1)	<a href="#">Campus Security</a>
3515.7	<a href="#">Firearms On School Grounds</a>
3516.2	<a href="#">Bomb Threats</a>
4158	<a href="#">Employee Security</a>
4158	<a href="#">Employee Security</a>
4258	<a href="#">Employee Security</a>
4258	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
5116.1	<a href="#">Intradistrict Open Enrollment</a>
5116.1	<a href="#">Intradistrict Open Enrollment</a>
5125	<a href="#">Student Records</a>
5125	<a href="#">Student Records</a>
5131	<a href="#">Conduct</a>
5131.41	<a href="#">Use Of Seclusion And Restraint</a>
5136	<a href="#">Gangs</a>
5136	<a href="#">Gangs</a>
5137	<a href="#">Positive School Climate</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.4	<a href="#">Child Abuse Prevention And Reporting</a>
5141.4-E PDF(1)	<a href="#">Child Abuse Prevention And Reporting - Child Abuse Reporting Procedures</a>



**WEAPONS AND DANGEROUS INSTRUMENTS**

5144	<u>Discipline</u>
5144	<u>Discipline</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5144.1	<u>Suspension And Expulsion/Due Process</u>
5145.12	<u>Search And Seizure</u>
5145.12	<u>Search And Seizure</u>
6184	<u>Continuation Education</u>
6184	<u>Continuation Education</u>

Policy  
adopted: August 25, 1999  
revised: August 25, 2010  
revised: September 22, 2010  
revised: March 28, 2012  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California



# RIALTO UNIFIED SCHOOL DISTRICT

## Business and Non-Instructional Operations

BP 3515.2(a)

### DISRUPTIONS

The Governing Board is committed to providing a safe and orderly environment for students, staff, and others on district property or while engaged in school activities.

The Superintendent or designee shall remove any individual who, by his/her presence or action, disrupts or threatens to disrupt normal operations at a school campus or any other district facility, threatens the health or safety of anyone on district property, or causes or threatens to cause damage to district property or to any property on school grounds.

The Superintendent or designee shall establish a plan describing staff responsibilities and actions to be taken when an individual is causing or threatening to cause a disruption. The plan shall address, as appropriate, visitor registration procedures; campus security measures; evacuation procedures; lock-down procedures; possible responses to an active situation; communications within the school and with parents/guardians, law enforcement, and the media in the event of an emergency; and crisis counseling or other assistance for students and staff after a disruption. In developing such a plan, the Superintendent or designee shall consult with law enforcement to create guidelines for law enforcement support and intervention when necessary.

The Superintendent or designee shall provide training to school staff on how to identify and respond to actions or situations that may constitute a disruption.

Any employee who believes that a disruption may occur shall immediately contact the Superintendent or designee. The Superintendent or designee shall notify law enforcement in accordance with Education Code 48902 and 20 USC 7961 and in other situations, as appropriate.

---

#### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<b>State</b>	<b>Description</b>
Ed. Code 32210	<a href="#"><u>Willful disturbance of public school or meeting</u></a>
Ed. Code 32211	<a href="#"><u>Threatened disruption or interference with classes</u></a>
Ed. Code 35160	<a href="#"><u>Authority of governing boards</u></a>

**DISRUPTIONS****State**

Ed. Code 44810

Ed. Code 44811

Ed. Code 48902

**State**

Pen. Code 12556

Pen. Code 243.5

Pen. Code 30310

Pen. Code 415.5

Pen. Code 626-626.11

Pen. Code 626.7

Pen. Code 626.8

Pen. Code 626.81

Pen. Code 626.85

Pen. Code 626.9

Pen. Code 627-627.10

Pen. Code 653b

**Federal**

20 USC 7961

**Management Resources**

Attorney General Opinion

**Description**[Willful interference with classroom conduct](#)[Disruption of classwork or extracurricular activities](#)[Mandatory notification of law enforcement authorities](#)**Description**[Imitation firearms](#)[Assault or battery on school property](#)[Prohibition against ammunition on school grounds](#)[Disturbance of peace of school](#)[Weapons on school grounds and other school crimes](#)[Failure to leave campus or facility; wrongful return; penalties; notice; exceptions](#)[Disruptions](#)[Misdemeanor for registered sex offender to come onto school grounds](#)[Misdemeanor for specified drug offender presence on school grounds](#)[Gun-Free School Zone Act of 1995](#)[Access to school premises](#)[Loitering about schools or public places](#)**Description**[Gun-Free Schools Act](#)**Description**[79 Ops.Cal.Atty.Gen. 58 \(1996\)](#)

**DISRUPTIONS****Management Resources**

Court Decision

**Description**[In Re Jimi A. \(1989\) 209 Cal.App.3d 482](#)

Court Decision

[In Re Joseph F. \(2000\) 85 Cal.App.4th 975](#)

Court Decision

[In Re Oscar R. \(1984\) 161 Cal.App.3d 770](#)

Court Decision

[Reeves v. Rocklin Unified School District \(2003\) 109 Cal.App.4th 652](#)

U.S. Department of Education Publication

[Guide \\_\\_\\_\\_\\_ for \\_\\_\\_\\_\\_ Developing High-Quality School Emergency Operations Plans, 2013](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[U.S. Department of Education - Education for Homeless Children and Youths Grants for State and Local Activities](#)

Website

[California \\_\\_\\_\\_\\_ Department \\_\\_\\_\\_\\_ of Education, Safe Schools](#)

Website

[CSBA](#)

Cross References

**Code****Description**

0450

[Comprehensive Safety Plan](#)

0450

[Comprehensive Safety Plan](#)

1112

[Media Relations](#)

1240

[Volunteer Assistance](#)

1240

[Volunteer Assistance](#)

1250

[Visitors/Outsiders](#)

1250

[Visitors/Outsiders](#)

1313

[Civility](#)

1330

[Use Of School Facilities](#)

1330

[Use Of School Facilities](#)

1330.1

[Joint Use Agreements](#)

**DISRUPTIONS**

<b>Code</b>	<b>Description</b>
3513.3	<a href="#">Tobacco-Free Schools</a>
3513.3	<a href="#">Tobacco-Free Schools</a>
3515	<a href="#">Campus Security</a>
3515	<a href="#">Campus Security</a>
3515-E PDF(1)	<a href="#">Campus Security</a>
3515.21	<a href="#">Unmanned Aircraft Systems (Drones)</a>
3515.5	<a href="#">Sex Offender Notification</a>
3515.5	<a href="#">Sex Offender Notification</a>
3515.7	<a href="#">Firearms On School Grounds</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3543	<a href="#">Transportation Safety And Emergencies</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4118	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E PDF(1)	<a href="#">Professional Standards</a>
4131	<a href="#">Staff Development</a>
4131	<a href="#">Staff Development</a>
4158	<a href="#">Employee Security</a>
4158	<a href="#">Employee Security</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.21	<a href="#">Professional Standards</a>
4231	<a href="#">Staff Development</a>
4231	<a href="#">Staff Development</a>

**DISRUPTIONS**

<b>Code</b>	<b>Description</b>
4258	<a href="#">Employee Security</a>
4258	<a href="#">Employee Security</a>
4319.21	<a href="#">Professional Standards</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E PDF(1)	<a href="#">Professional Standards</a>
4331	<a href="#">Staff Development</a>
4331	<a href="#">Staff Development</a>
4358	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
5131.4	<a href="#">Student Disturbances</a>
5131.4	<a href="#">Student Disturbances</a>
6116	<a href="#">Classroom Interruptions</a>
6116	<a href="#">Classroom Interruptions</a>
6145.2	<a href="#">Athletic Competition</a>
6145.2	<a href="#">Athletic Competition</a>
6145.5	<a href="#">Student Organizations And Equal Access</a>
6145.5	<a href="#">Student Organizations And Equal Access</a>
6145.5-E PDF(1)	<a href="#">Student Organizations And Equal Access</a>

Policy  
adopted:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Community Relations

BP 1313(a)

#### CIVILITY

The Governing Board recognizes the impact that civility has on the effective operation of the district, including its role in creating a safe and positive school climate and enabling a focus on student well-being, learning, and achievement. The Board believes that each person should be treated with dignity and respect in their interactions within the school community

The Board understands that the First Amendment provides strong protection for speech. However, the Board expects that all speech and expression will comport with norms of civil behavior on district grounds, in district facilities, during district activities or events, and in the use of district electronic/digital systems and platforms.

Civil behavior is polite, courteous, and reasonable behavior ~~that which~~ is respectful to others and includes integrity, honesty, acceptance, timeliness, dependability, observance of laws and rules, and effective communication.

The Board and district staff shall model civil behavior as an example of behavior that is expected throughout the district. Practices that promote civil behavior include actively listening, giving full attention to the speaker, and refraining from interruptions; welcoming and encouraging participation, input, and feedback through stakeholder engagement; promptly responding to concerns; and embracing varying and diverse viewpoints. Such practices may be incorporated into governance standards adopted by the Board or Superintendent and/or professional standards or codes of conduct for employees as specified in district policies and regulations.

**The Board, S**students, staff, parents/guardians, and community members should be educated in the recognition, development, and demonstration of civil behavior. The Superintendent or designee may incorporate related concepts in the curriculum, provide staff development activities, and/or communicate this policy to the school community.

**The Board, S**students, staff, parents/guardians, and community members shall not communicate or behave in a manner that causes disruption~~;~~, hinders the orderly conduct of district operations, the educational program, or any other district program or activity~~;~~, or creates an unsafe learning or working environment. The Superintendent or designee may respond to disruptive, violent, or threatening behavior in accordance with law and as specified in BP/AR 3515.2 - Disruptions.

Behavior ~~by students or staff~~ that is discriminatory, harassing, or intimidating, including sexual harassment, bullying, and/or hate violence, or behavior that is in any

**CIVILITY**

other way unlawful, is prohibited and is subject to discipline in accordance with law and as specified in district policy and regulations.

**Policy Reference Disclaimer:**

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<b>State</b>	<b>Description</b>
CA Constitution Article 1, Section 2	<a href="#">Freedom of speech and expression</a>
CA Constitution Article 1, Section 28	<a href="#">Right to Safe Schools</a>
Civ. Code 51.7	<a href="#">Freedom from violence or intimidation</a>
Ed. Code 200-262.4	<a href="#">Educational equity</a>
Ed. Code 32210	<a href="#">Willful disturbance of public school or meeting</a>
Ed. Code 32211	<a href="#">Threatened disruption or interference with classes</a>
Ed. Code 32212	<a href="#">Classroom interruptions</a>
Ed. Code 32280-32289.5	<a href="#">School safety plans</a>
Ed. Code 35181	<a href="#">Governing board authority to set policy on responsibilities of students</a>
Ed. Code 35291-35291.5	<a href="#">Rules</a>
Ed. Code 44050	<a href="#">Employee code of conduct; interaction with students</a>
Ed. Code 44807	<a href="#">Teachers' duty concerning conduct of students</a>
Ed. Code 44810	<a href="#">Willful interference with classroom conduct</a>
Ed. Code 44811	<a href="#">Disruption of classwork or extracurricular activities</a>
Ed. Code 48900-48926	<a href="#">Suspension and expulsion</a>



**CIVILITY****State**

Ed. Code 48907

**Description**[Exercise of free expression; time, place, and manner rules and regulations](#)

Ed. Code 48950

[Speech and other communication](#)

Ed. Code 49330-49335

[Injurious objects](#)

Gov. Code 54954.3

[Opportunity for public to address legislative body](#)

Gov. Code 54957.9

[Disorderly conduct of general public during meeting; clearing of room](#)

Pen. Code 243.5

[Assault or battery on school property](#)

Pen. Code 415.5

[Disturbance of peace of school](#)

Pen. Code 422.55

[Definition of hate crime](#)

Pen. Code 422.6

[Crimes; harassment](#)

Pen. Code 626-626.11

[Weapons on school grounds and other school crimes](#)

Pen. Code 627-627.10

[Access to school premises](#)

Pen. Code 653.2

[Electronic communication devices; threats to safety](#)

Pen. Code 653b

[Loitering about schools or public places](#)**Federal****Description**

U.S. Constitution, First Amendment

[Free exercise, free speech, and establishment clauses](#)**Management Resources****Description**

California Department of Education Publication

[Social and Emotional Learning in California: A Guide to Resources, October 2018](#)

**CIVILITY****Management Resources****Description**

California Department of Education Publication	<a href="#">California's Social and Emotional Learning: Guiding Principles, 2018</a>
Commission on Teacher Credentialing Publication	<a href="#">California Professional Standards for Educational Leaders, February 2014</a>
Court Decision	<a href="#">Baca v. Moreno Valley Unified School District (1996) 936 F. Supp. 719</a>
Court Decision	<a href="#">Hazelwood School District v. Kuhlmeier (1988) 108 S. Ct. 562</a>
Court Decision	<a href="#">City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526</a>
Court Decision	<a href="#">Norse v. City of Santa Cruz (9th Cir. 2010) 629 F3d 966</a>
CSBA Publication	<a href="#">Professional Governance Standards for School Boards</a>
CSBA Publication	<a href="#">Superintendent Governance Standards</a>
Nat'l Policy Board For Educational Administration	<a href="#">Professional Standards for Educational Leaders, October 2015</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">National Policy Board for Educational Administration</a>
Website	<a href="#">National School Safety Center</a>
Website	<a href="#">Center for Safe and Responsible Internet Use</a>
Website	<a href="#">California Office of the Attorney General</a>
Website	<a href="#">National Council for the Social Studies</a>

**CIVILITY****Management Resources**

Website

**Description**[Commission on Teacher Credentialing](#)

Website

[CSBA](#)

Website

[California Department of Education](#)

Website

[U.S. Department of Education](#)

Website

[Equal Employment Opportunity Commission](#)

Cross References

**Code****Description**

0450

[Comprehensive Safety Plan](#)

0450

[Comprehensive Safety Plan](#)

1250

[Visitors/Outsiders](#)

1250

[Visitors/Outsiders](#)

1312.1

[Complaints Concerning District Employees](#)

1312.1

[Complaints Concerning District Employees](#)

1312.1-E PDF(1)

[Complaints Concerning District Employees](#)

1312.3

[Uniform Complaint Procedures](#)

1312.3

[Uniform Complaint Procedures](#)

2111

[Superintendent Governance Standards](#)

3515.2

[Disruptions](#)

3515.4

[Recovery For Property Loss Or Damage](#)

3515.4

[Recovery For Property Loss Or Damage](#)

**CIVILITY**

<b>Code</b>	<b>Description</b>
3515.7	<a href="#">Firearms On School Grounds</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516	<a href="#">Emergencies And Disaster Preparedness Plan</a>
3516.2	<a href="#">Bomb Threats</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4030	<a href="#">Nondiscrimination In Employment</a>
4119.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4119.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4119.21	<a href="#">Professional Standards</a>
4119.21-E PDF(1)	<a href="#">Professional Standards</a>
4131	<a href="#">Staff Development</a>
4131	<a href="#">Staff Development</a>
4158	<a href="#">Employee Security</a>
4158	<a href="#">Employee Security</a>
4219.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4219.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4219.21	<a href="#">Professional Standards</a>
4231	<a href="#">Staff Development</a>
4231	<a href="#">Staff Development</a>
4258	<a href="#">Employee Security</a>

**CIVILITY**

<b>Code</b>	<b>Description</b>
4258	<a href="#">Employee Security</a>
4319.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4319.11	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
4319.21	<a href="#">Professional Standards</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E PDF(1)	<a href="#">Professional Standards</a>
4331	<a href="#">Staff Development</a>
4331	<a href="#">Staff Development</a>
4358	<a href="#">Employee Security</a>
4358	<a href="#">Employee Security</a>
5131	<a href="#">Conduct</a>
5131.2	<a href="#">Bullying</a>
5131.2	<a href="#">Bullying</a>
5131.4	<a href="#">Student Disturbances</a>
5131.4	<a href="#">Student Disturbances</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5137	<a href="#">Positive School Climate</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>

**CIVILITY**

<b>Code</b>	<b>Description</b>
5145.2	<a href="#">Freedom Of Speech/Expression</a>
5145.2	<a href="#">Freedom Of Speech/Expression</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>
5145.3	<a href="#">Nondiscrimination/Harassment</a>
5145.7	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
5145.7	<a href="#">Sex Discrimination and Sex-Based Harassment</a>
5145.71	<a href="#">Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</a>
5145.71-E PDF(1)	<a href="#">Title IX Sex Discrimination and Sex-Based Harassment Complaint Procedures</a>
5145.9	<a href="#">Hate-Motivated Behavior</a>
6164.2	<a href="#">Guidance/Counseling Services</a>
6164.2	<a href="#">Guidance/Counseling Services</a>
9005	<a href="#">Governance Standards</a>
9323	<a href="#">Meeting Conduct</a>

Policy  
 adopted: November 13, 2019  
 revised: October 6, 2021  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Community Relations

BP 1260(a)

### EDUCATIONAL FOUNDATION

The Board of Education recognizes the importance of community support of District programs, including voluntary financial contributions, to assist the District in achieving its goals for student learning.

~~(cf. 0200—Goals for the School District)~~  
~~(cf. 1230—School Connected Organizations)~~  
~~(cf. 5030—Student Wellness)~~  
~~(cf. 6020—Parent Involvement)~~  
~~(cf. 6145—Extracurricular and Co-curricular Activities)~~  
~~(cf. 6145.2—Athletic Competition)~~

The Board desires to work cooperatively with the **educational** foundation in determining the purposes for which funds may be used to meet the changing needs of the District and its students. The Board recognizes that an **educational** foundation is a separate legal entity, independent of the District. However, the foundation is encouraged to provide regular reports to the Board on the status of its work and to communicate ways that the District can help support the foundation's activities.

~~(cf. 3290—Gifts, Grants and Bequests)~~  
~~(cf. 9140—Board Representatives)~~

With the consent of the Superintendent or designee, the educational foundation, as appropriate, may use the District's name, a school's name, a school team's name, or any logo attributable to a school or the District.

**Student records or other personally identifiable student information shall not be released except with parental consent or as required by law or District policy. Student directory information may be released when appropriate.**

The Board supports foundation allocations that serve all District schools equitably.

~~(cf. 0410—Nondiscrimination in District Programs and Activities)~~

## EDUCATIONAL FOUNDATION

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<b>State</b>	<b>Description</b>
11 CCR 300-312.1	<a href="#"><u>Fundraising for charitable purposes</u></a>
Bus. Code 17510-17510.95	<a href="#"><u>Charitable solicitations</u></a>
Bus. Code 25608	<a href="#"><u>Alcohol on school property; use in connection with instruction</u></a>
Ed. Code 38130-38138	<a href="#"><u>Civic Center Act; use of school property for public purposes</u></a>
Ed. Code 8820-8822	<a href="#"><u>The Arts and Music in Schools—Funding Guarantee and Accountability Act</u></a>
Gov. Code 12580-12599.10	<a href="#"><u>Fundraisers for Charitable Purposes Act</u></a>
Pen. Code 319-329	<a href="#"><u>Lottery; raffle</u></a>
<b>Management Resources</b>	<b>Description</b>
California Department of Education Publication	<a href="#"><u>Proposition 28- AMS Financial &amp; Audit Requirements</u></a>
Court Decision	<a href="#"><u>Serrano v. Priest (1976) 18 Cal. 3d 728</u></a>
Education Audit Appeals Panel Publication	<a href="#"><u>2023-24 Audit Guide</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>California Consortium of Education Foundations</u></a>
Website	<a href="#"><u>California Office of the Attorney General, Registry of Charities and Fundraisers</u></a>



**EDUCATIONAL FOUNDATION****Management Resources**

Website

**Description**[Education Audit Appeals Panel](#)

Website

[California Department of Education](#)

Website

[CSBA](#)**Cross References****Code****Description**

0200

[Goals For The School District](#)

0410

[Nondiscrimination In District Programs And Activities](#)

1100

[Communication With The Public](#)

1100-E PDF(1)

[Communication With The Public](#)

1114

[District-Sponsored Social Media](#)

1114

[District-Sponsored Social Media](#)

1230

[School-Connected Organizations](#)

1230

[School-Connected Organizations](#)

1321

[Solicitation Of Funds From And By Students](#)

1700

[Relations Between Private Industry And The Schools](#)

3290

[Gifts, Grants And Bequests](#)

5030

[Student Wellness](#)

5030

[Student Wellness](#)

5125.1

[Release Of Directory Information](#)

5125.1

[Release Of Directory Information](#)

5125.1-E PDF(1)

[Release Of Directory Information](#)

5126

[Awards For Achievement](#)

5126

[Awards For Achievement](#)

5142.2

[Safe Routes To School Program](#)

**EDUCATIONAL FOUNDATION**

<b>Code</b>	<b>Description</b>
6020	<u>Parent Involvement</u>
6020	<u>Parent Involvement</u>
6142.6	<u>Visual And Performing Arts Education</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6145	<u>Extracurricular And Cocurricular Activities</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>
6161.11	<u>Supplementary Instructional Materials</u>
6163.1	<u>Library Media Centers</u>
9140	<u>Board Representatives</u>

Policy  
 adopted: May 26, 1999  
 revised: November 7, 2007  
 revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Community Relations

BP 1160(a)

#### POLITICAL PROCESSES

The Board of Education has a responsibility to actively advocate fiscal and public policy that supports the ~~e~~District's schools and the children in the community. The Board shall be proactive in defining the ~~e~~District's advocacy agenda based on the ~~e~~District's **vision mission** and goals and the needs of the ~~e~~District and community. The Board's advocacy efforts shall be conducted in accordance with legal requirements.

*(cf. 0000—Vision)*

*(cf. 0200—Goals for the School District)*

*(cf. 4119.25/4219.25/4319.25—Political Activities of Employees)*

*(cf. 9000—Role of the Board)*

*(cf. 9010—Public Statements)*

#### Ballot Measures/Candidates

No District funds, services, supplies, or equipment shall be used to urge the support or defeat of any ballot measure or candidate, including any candidate for election to the Board. (Education Code 7054)

The Board may discuss and study the potential effect of proposed or qualified ballot measures on the ~~e~~District's schools at an open and agendaized Board meeting. The Board's discussion of the effect of such measures shall include an opportunity for staff and members of the public to speak on all sides of the issue. At that meeting, the Board may adopt a position in support of or in opposition to a ballot measure. The language in any resolution adopted by the Board shall not urge the public to take any action regarding the measure.

*(cf. 9320—Meetings and Notices)*

The Board's position on a ballot measure, including any resolution, shall be publicized only through normal ~~e~~District procedures and consistent with regular ~~e~~District practice for reporting Board actions. Such publicity shall be for informational purposes and shall not attempt to influence voters.

**Individual School Board members may include their name in support of or opposition to a county, city, district, or school measure on a county ballot in accordance with Elections Code 9170.**

**POLITICAL PROCESSES** (continued)

The Superintendent or designee may use eDistrict resources to provide students, parents/guardians, and community members with fair and impartial information related to ballot measures, including information about the impact of ballot measures on the eDistrict. (Education Code 7054)

*(cf. 1100—Communication with the Public)*

In preparing or distributing such informational material, the Superintendent or designee shall analyze the material to help ensure that it is an appropriate informational activity, provides a fair analysis of the issues, and does not advocate passage or defeat of a measure or candidate.

District resources, including email or computer systems, shall not be used to disseminate campaign literature. In addition, eDistrict resources shall not be used to purchase advertisements, bumper stickers, posters, or similar promotional items that advocate an election result or urge voters to take any action in support of or in opposition to a measure.

*(cf. 1325—Advertising and Promotion)*

Political activity related to eDistrict bond measures shall, in addition to the above, be subject to the following conditions:

1. The Superintendent or designee may research, draft, and prepare a eDistrict bond measure or other initiative for the ballot, but shall not use eDistrict resources to influence votes or otherwise campaign for the measure.
2. Upon request, Board members and eDistrict administrators may appear at any time before a citizens' group to explain why the Board called for an election on a bond measure and to answer questions. (Education Code 7054.1)

If the presentation occurs during working hours, the employee representing the eDistrict shall not urge a citizens' group to vote for or against the bond measure.

3. The Board or any individual Board member may file a written argument for the ballot that is either for or against any school measure. (Elections Code 9501)

## **POLITICAL PROCESSES** (continued)

### **Legislation**

The Board's responsibility as an advocate for the eDistrict may include lobbying and outreach at the state, national, and local levels. The Board and Superintendent or designee shall work to establish and maintain ongoing relationships with elected officials, community leaders, and the media in order to communicate eDistrict positions and concerns.

*(cf. 1020—Youth Services)*

*(cf. 1112—Media Relations)—*

*(cf. 1400—Relations Between Other Governmental Agencies and the Schools)*

*(cf. 7131—Relations with Local Agencies)*

The Board and Superintendent shall develop an advocacy action plan to define expectations and responsibilities. This plan may include, but is not limited to, legislative priorities, strategies for outreach to the media and community, development of key messages and talking points, and adoption of positions on specific legislation, regulations, or budget proposals.

In order to strengthen legislative advocacy efforts, the eDistrict may work with organizations and coalitions and may join associations whose representatives lobby on behalf of their members in accordance with Government Code 53060.5.

The Board ~~Board~~ **District** may provide fair and impartial information about legislative issues affecting schools and children and shall inform the community about its advocacy activities. However, informational materials about legislation shall not urge the public to lobby the legislature, Governor, or state agencies on behalf of the eDistrict.

As necessary, the Board may direct the Superintendent or designee to draft legislative or regulatory proposals which serve the eDistrict's interests.

### **Legal Advocacy**

The Board recognizes that some issues are more appropriately addressed judicially rather than legislatively. When a legal issue is likely to set a state or national precedent, the eDistrict may join with other districts or parties in order to resolve the issue through litigation or other appropriate means.

*(cf. 9124—Attorney)*

*(cf. 9321—Closed Session Purposes and Agendas)*

**POLITICAL PROCESSES** (continued)**Political Forums**

Forums on political issues may be held in ~~a~~District facilities as long as the forum is made available to all sides of the issue on an equitable basis. (Education Code 7058)

*(cf. 1330—Use of School Facilities)*

**Policy Reference Disclaimer:**

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<b>State</b>	<b>Description</b>
2 CCR 18600-18640	<a href="#">Lobbyists</a>
2 CCR 18901.1	<a href="#">Campaign related mailings sent at public expense</a>
Ed. Code 35160	<a href="#">Authority of governing boards</a>
Ed. Code 35172	<a href="#">Promotional activities</a>
Ed. Code 7050-7058	<a href="#">Political activities of school officers and employees</a>
Ed. Code 7054	<a href="#">Use of district property</a>
Ed. Code 7054.1	<a href="#">Requested appearance</a>
Ed. Code 7056	<a href="#">Soliciting or receiving political funds</a>
Elec. Code 9160-9170	<a href="#">Ballot label; support and opposition listings</a>
Elec. Code 9501	<a href="#">School district elections; arguments for or against a measure</a>
Gov. Code 53060.5	<a href="#">Attendance at legislative body; expenses</a>
Gov. Code 54953.5	<a href="#">Audio or video recording of proceedings</a>

**POLITICAL PROCESSES** (continued)**State**

Gov. Code 54953.6

Gov. Code 81000-91014

Gov. Code 82031

Gov. Code 8314

**Management Resources**

Attorney General Opinion

Attorney General Opinion

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

Court Decision

CSBA Publication

**Description**[Broadcasts of proceedings](#)[Political Reform Act](#)[Definition of independent expenditure](#)[Unlawful use of state resources](#)**Description**[73 Ops.Cal.Atty.Gen. 255 \(1990\)](#)[88 Ops.Cal.Atty.Gen. 46 \(2005\)](#)[Choice-in-Education League et al v. Los Angeles Unified School District \(1993\) 17 Cal.App.4th 415](#)[League of Women Voters v. Countywide Criminal Justice Coordination Committee \(1988\) 203 Cal.App.3d 529](#)[Miller v. Miller \(1978\) 87 Cal.App.3d 762](#)[Santa Barbara County Coalition Against Automobile Subsidies v. Santa Barbara County Association of Governments \(2008\) 167 Cal.App.4th 1229](#)[Stanson v. Mott \(1976\) 17 Cal. 3d 206](#)[Vargas v. City of Salinas \(2009\) 46 Cal. 4th 1](#)[Yes on Measure A v. City of Lake Forest \(1997\) 60 Cal.App.4th 620](#)[Legal Guidelines for Lobbying Activity, Fact Sheet, February 2011](#)

**POLITICAL PROCESSES** (continued)**Management Resources**

CSBA Publication

**Description**

[Legal Guidelines: Use of Public Resources for Ballot Measures and Candidates, Fact Sheet, February 2011](#)

Institute for Local Government  
Publication

[Legal Issues Associated with Use of Public Resources and Ballot Measure Activities, June 2010](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[Institute for Local Government](#)

Website

[Fair Political Practices Commission](#)

Website

[CSBA](#)

**Cross References****Code****Description**

0000

[Vision](#)

0000

[Vision](#)

0200

[Goals For The School District](#)

1000

[Concepts And Roles](#)

1100

[Communication With The Public](#)

1100-E PDF(1)

[Communication With The Public](#)

1112

[Media Relations](#)

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[District-Sponsored Social Media](#)

1114

[District-Sponsored Social Media](#)

1325

[Advertising And Promotion](#)

1325

[Advertising And Promotion](#)

1330

[Use Of School Facilities](#)

1330

[Use Of School Facilities](#)

1400

[Relations Between Other Govern Agencies And The Schools](#)



**POLITICAL PROCESSES** (continued)

<b>Code</b>	<b>Description</b>
4119.25	<a href="#"><u>Political Activities Of Employees</u></a>
4219.25	<a href="#"><u>Political Activities Of Employees</u></a>
4319.25	<a href="#"><u>Political Activities Of Employees</u></a>
7131	<a href="#"><u>Relations With Local Agencies</u></a>
7131	<a href="#"><u>Relations With Local Agencies</u></a>
7214	<a href="#"><u>General Obligation Bonds</u></a>
7214	<a href="#"><u>General Obligation Bonds</u></a>
9000	<a href="#"><u>Role Of The Board</u></a>
9010	<a href="#"><u>Public Statements</u></a>
9124	<a href="#"><u>Attorney</u></a>
9200	<a href="#"><u>Limits Of Board Member Authority</u></a>
9230	<a href="#"><u>Orientation</u></a>
9250	<a href="#"><u>Remuneration, Reimbursement And Other Benefits</u></a>
9250-E PDF(1)	<a href="#"><u>Remuneration, Reimbursement And Other Benefits - Remuneration, Reimbursement, And Other Benefits</u></a>
9320	<a href="#"><u>Meetings And Notices</u></a>

Policy  
adopted: May 26, 1999  
revised: October 12, 2011  
revised:

**RIALTO UNIFIED SCHOOL DISTRICT**  
Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Philosophy, Goals, Objectives, and Comprehensive Plans

BP 0415(a)

### Equity

#### EQUITY STATEMENT

Equity is a moral responsibility that requires providing access and support to all marginalized individuals, enabling them to assert their unlimited potential. This involves eliminating ideological, institutionalized, interpersonal, and internalized forms of oppression. Equity is a mindset and approach to being, thinking, and providing access—it cannot be achieved through a single program or workshop. Instead, equity requires ongoing efforts to actively promote liberation and ensure every student thrives both within and beyond a racialized traditional system.

The Board of Education believes that the rich diversity that exists among the District's community of students, staff, parents/guardians, and community members is integral to the District's vision, mission, and goals. The District's unique history and cultural tapestry should be appreciated, validated, and affirmed. Staff members are committed to a common understanding of expectations for student success and will ensure students have the needed support in Literacy, Numeracy, and Future Ready.

Addressing the needs of the most marginalized learners requires recognizing the inherent value of diversity and acknowledging that educational excellence requires a commitment to equity in the opportunities provided to students and the resulting outcomes.

In order to eradicate institutional bias of any kind, including implicit or unintentional biases and prejudices that affect student achievement, and to eliminate disparities in educational outcomes for students from historically underserved and underrepresented populations, the District shall proactively identify class and cultural biases as well as practices, policies, and institutional barriers that negatively influence student learning, perpetuate achievement gaps and impede equal access to opportunities for all students. This policy reflects a more equitable targeted approach as opposed to our traditional support for all.

The Board of Education shall make decisions with a deliberate awareness of impediments to learning faced by students of color and/or diverse cultural, linguistic, or socio-economic backgrounds. To ensure that equity is the intentional result of District decisions, the Board shall consider whether its decisions address the needs of students from racial, ethnic, and indigent communities and remedy the inequities that such communities experienced in the context of a history of exclusion, discrimination, and segregation. Board decisions should not rely on biased or stereotypical assumptions about any particular group of students.

The Board of Education shall promote educational equity and eliminate discrimination and harassment on the basis of sex, sexual orientation, gender identity, ethnic group identity, race, ancestry, national origin, religion, color, and mental or physical ability.

## Equity

The Board of Education believes that equity of opportunity, and equity of access to programs, services, access to college and post-secondary opportunities, access to career and technical pathways, advanced courses, and resources are critical to improving the achievement gap between our identified student groups including but not limited to: African American, Asian, Black, Caucasian, Chicano/a, Foster Youth, LGBTQ+, Indigenous People, Middle Eastern, Native American, Gender Identity, Hispanic, LatinX, Low Socioeconomic Status, McKinney Vento, Multilingual Learners, Immigration status, Sexual Orientation, Neurodivergent, and Students with Special Needs.

The Board of Education shall promote, provide, and monitor appropriate academic and behavior preventions, interventions, and instructional programs for each student, particularly for African American/Black students, that will reduce the disproportionate number of African American/Black students who are placed in the Special Education program and over-referred to out-of-school discipline.

The Board of Education and the Superintendent or designee shall develop and implement policies and strategies to promote equity in District programs, District plans, and activities through measures such as the following:

### **EQUITY PILLARS** - These pillars undergird our commitment to our **RESOLUTION NO. 19-20-65 DECLARING RACISM A PUBLIC HEALTH CRISIS**

1. Routinely assessing student needs and appropriate placement in academic programs based on data disaggregated by race, ethnicity, and socio-economic and cultural backgrounds to enable equity-focused policy, planning, and resource development decisions
2. Analyzing expenditures and allocating financial and human resources in a manner that provides each student with equitable access to District programs, support services, and opportunities for success and promotes equity and inclusion in the District. Such resources include access to high-quality administrators, teachers, and other school personnel; funding; technology, equipment, textbooks, and other instructional materials; facilities; and community resources or partnerships
3. Enabling and encouraging students, in congruence with our Literacy, Numeracy, and Future Ready plan, to enroll in, participate in, and complete curricular and extracurricular courses, advanced college preparation programs, early college, career and technical opportunities, work experiences, and other student activities
4. Building a positive school climate and culture that promotes student engagement, safety, high expectations, and other academic and social-emotional support for students. Cultivating positive and purposeful relationships with families and community members through intentional collaborative planning of our school and district events, activities, and ceremonies

## Equity

5. Adopting curriculum and instructional materials that are relevant, culturally and linguistically responsive, accurately reflecting the cultural diversity and historical racism among student groups
6. Providing and/or collaborating with local agencies and community groups to ensure the availability of necessary support services for students in need
7. Ensuring and promoting equitable recruitment, employment, and retention of a diverse staff reflecting student demographics of the community
8. Providing District staff with ongoing, research-based, professional learning and professional development on culturally responsive instructional practices to meet the academic, behavioral, and social-emotional needs of each student. Implement training in racial equity, implicit bias, and workplace bias for all District personnel. We establish in all schools a culture of teaching and learning that maintains high expectations for staff and students
9. Conducting program evaluations that focus on equity, inclusive practices, provide personalized and systemic support, and address each student's academic outcomes and performance on all indicators
10. Establish a Districtwide equity advisory council to monitor the implementation and sustainability of the "Equity Policy" and provide collaborative and technical support to schools and District staff. The equity advisory council should consist of parents, teachers, support staff, administrators, students, community members, and any invested community stakeholders

The Board shall regularly monitor the intent and impact of District policies and decisions in order to safeguard against disproportionate or unintentional impact on access to District programs and achievement goals for specific student populations in need of services.

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 4900-4965	<u>Nondiscrimination in elementary and secondary educational programs receiving state or federal financial assistance</u>
Ed. Code 200-262.4	<u>Prohibition of discrimination</u>
Ed. Code 52060-52077	<u>Local control and accountability plan</u>
Ed. Code 60040	<u>Selection of instructional materials</u>

**Equity**

Gov. Code 11000

Definitions

Gov. Code 11135

Prohibition of discrimination

Pen. Code 422.55

Definition of hate crime

Pen. Code 422.6

Crimes; harassment**Federal****Description**

20 USC 1400-1482

Individuals with Disabilities  
Education Act

20 USC 1681-1688

Title IX of the Education  
Amendments of 1972;  
discrimination based on sex

20 USC 2301-2414

Strengthening Career and  
Technical Education for the 21st  
Century Act

20 USC 6311

State plan

20 USC 6312

Local educational agency plan

28 CFR 35.101-35.190

Americans with Disabilities Act

28 CFR 36.303

Nondiscrimination on the basis of  
disability, public accommodations,  
auxiliary aids, and services

29 USC 794

Rehabilitation Act of 1973; Section  
504

34 CFR 100.1-100.13

Nondiscrimination in federal  
programs; effectuating Title VI

34 CFR 104.1-104.39

Section 504 of the Rehabilitation  
Act of 1973

34 CFR 106.1-106.61

Discrimination on the basis of sex;  
effectuating Title IX

42 USC 12101-12213

Americans with Disabilities Act

42 USC 2000d-2000d-7

Title VI, Civil Rights Act of 1964

42 USC 2000e-2000e-17

Title VII, Civil Rights Act of 1964, as  
amended**Management Resources****Description**

Center for Urban Education Publication

[Protocol for Assessing Equity-  
Mindedness in State Policy, 2017](#)

**Equity****Management Resources****Description**

CSBA Publication	<a href="#"><u>Research-Supported Strategies to Improve the Accuracy and Fairness of Grades, Governance Brief, July 2016</u></a>
CSBA Publication	<a href="#"><u>Climate for Achievement Governance Brief Series, 2015</u></a>
CSBA Publication	<a href="#"><u>Latino Students in California's K-12 Public Schools, 2016</u></a>
CSBA Publication	<a href="#"><u>Math Misplacement, 2015</u></a>
CSBA Publication	<a href="#"><u>Meeting California's Challenge: Access, Opportunity, and Achievement: Key Ingredients for Student Success, 2017</u></a>
CSBA Publication	<a href="#"><u>The School Board Role in Creating the Conditions for Student Achievement, 2017</u></a>
CSBA Publication	<a href="#"><u>African-American Students in Focus: Closing Opportunity and Achievement Gaps for African-American Students, 2016</u></a>
CSBA Publication	<a href="#"><u>African-American Students in Focus: Demographics and Achievement of California's African-American Students, 2016</u></a>
Meeting California's Challenge	<a href="#"><u>Access, Opportunity, and Achievement: Key Ingredients for Student Success, 2017</u></a>
Website	<a href="#"><u>CSBA District and County Office of Education Legal Services</u></a>
Website	<a href="#"><u>Center for Urban Education</u></a>
Website	<a href="#"><u>California Safe Schools Coalition</u></a>
Website	<a href="#"><u>California Department of Education</u></a>
Cross References	

	<b>Code</b>	<b>Description</b>
	0000	<a href="#"><u>Vision</u></a>

**Equity**

	<b>Code</b>	<b>Description</b>
	0000	<u>Vision</u>
	0100	<u>Philosophy</u>
	0200	<u>Goals For The School District</u>
	0400	<u>Comprehensive Plans</u>
	0410	<u>Nondiscrimination In District Programs And Activities</u>
	0420	<u>School Plans/Site Councils</u>
	0420	<u>School Plans/Site Councils</u>
	0440	<u>District Technology Plan</u>
	0440	<u>District Technology Plan</u>
	0460	<u>Local Control And Accountability Plan</u>
	0460	<u>Local Control And Accountability Plan</u>
	0500	<u>Accountability</u>
	1260	<u>Educational Foundation</u>
	1313	<u>Civility</u>
	1400	<u>Relations Between Other Governmental Agencies And The Schools</u>
	3100	<u>Budget</u>
	3100	<u>Budget</u>
	3260	<u>Fees And Charges</u>
	3260	<u>Fees And Charges</u>
	3290	<u>Gifts, Grants And Bequests</u>
	3600	<u>Consultants</u>
	4113	<u>Assignment</u>
	4113	<u>Assignment</u>
	4114	<u>Transfers</u>
	4119.22	<u>Dress And Grooming</u>

**Equity**

<b>Code</b>	<b>Description</b>
4131	<u>Staff Development</u>
4131	<u>Staff Development</u>
4219.22	<u>Dress And Grooming</u>
4231	<u>Staff Development</u>
4231	<u>Staff Development</u>
4319.22	<u>Dress And Grooming</u>
4331	<u>Staff Development</u>
4331	<u>Staff Development</u>
5126	<u>Awards For Achievement</u>
5126	<u>Awards For Achievement</u>
5137	<u>Positive School Climate</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5142.2	<u>Safe Routes To School Program</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.3	<u>Nondiscrimination/Harassment</u>
5145.9	<u>Hate-Motivated Behavior</u>
5148.3	<u>Preschool/Early Childhood Education</u>
5148.3	<u>Preschool/Early Childhood Education</u>
6120	<u>Response To Instruction And Intervention</u>
6141	<u>Curriculum Development And Evaluation</u>
6141	<u>Curriculum Development And Evaluation</u>
6141.5	<u>Advanced Placement</u>
6142.5	<u>Environmental Education</u>



**Equity**

Code	Description
6142.6	<u>Visual And Performing Arts Education</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6152.1	<u>Placement In Mathematics Courses</u>
6152.1	<u>Placement In Mathematics Courses</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1	<u>Selection And Evaluation Of Instructional Materials</u>
6161.1-E PDF(1)	<u>Selection And Evaluation Of Instructional Materials</u>
6162.5	<u>Student Assessment</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.2	<u>Guidance/Counseling Services</u>
6164.5	<u>Student Success Teams</u>
6173	<u>Education For Homeless Children</u>
6173	<u>Education For Homeless Children</u>
6173-E PDF(1)	<u>Education For Homeless Children</u>
6173.1	<u>Education For Foster Youth</u>
6173.1	<u>Education For Foster Youth</u>
6173.4	<u>Education For American Indian Students</u>
6174	<u>Education For English Learners</u>
6174	<u>Education For English Learners</u>
6174-E PDF(1)	<u>Education For English Learners - Education For English Language Learners</u>
6175	<u>Migrant Education Program</u>

**Equity**

<b>Code</b>	<b>Description</b>
6175	<u>Migrant Education Program</u>
6178	<u>Career Technical Education</u>
6178	<u>Career Technical Education</u>
6179	<u>Supplemental Instruction</u>
6179	<u>Supplemental Instruction</u>
7110	<u>Facilities Master Plan</u>
7110	<u>Facilities Master Plan</u>
9310	<u>Board Policies</u>

Regulation  
adopted :

**RIALTO UNIFIED SCHOOL DISTRICT**



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4158(a)

### Employee Security

The Board of Education desires to provide a safe and orderly work environment for all employees. As part of the District's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 3515 – Campus Security)~~

~~(cf. 5131.4 – Campus Disturbances)~~

**Any person who threatens the safety of others at any District facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions.** Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. **Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.**

**Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work.** The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ **the student's** parent/guardian to recover damages **for injury** to the employee's **person** or ~~his/her~~ property caused by the student's willful misconduct that occurred on the District property, at a school or ~~D~~istrict activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905)

~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

~~(cf. 4156.3/4256.3/4356.3 – Employee Property Reimbursement)~~

~~(cf. 5125.21 – Withholding Grades, Diploma or Transcripts)~~

The Superintendent or designee shall ~~ensure that employees receive~~ **provide staff development** training in crisis prevention and intervention techniques, **which** ~~in order to protect themselves and students.~~ Staff development may include training in classroom management, effective communication techniques, procedures ~~and~~ **for** responding to an active shooter situation, and crisis resolution.

~~(cf. 4131/4231/4331 – Staff Development)~~

## Employee Security

**In accordance with law**, the Superintendent or designee also shall inform teachers, **administrators, and/or counselors** ~~in accordance with law~~, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49070; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, District and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

~~(cf. 5141 – Health Care and Emergencies)~~

## Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

~~(cf. 4118 – Suspension/Disciplinary Action)~~

~~(cf. 4218 – Dismissal/Suspension/Disciplinary Action)~~

## Reporting of Injurious Objects

~~The Board requires~~ **E**mployees ~~to~~ **shall** take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The~~ **E**mployees shall ~~use his/her~~ **exercise their own best** judgment as to the potential danger involved and; shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

~~(cf. 5144. – Discipline)~~

~~(cf. 5144.1 – Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 – Suspension and Expulsion/Due Process (Students with Disabilities))~~

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

## Employee Security

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Civ. Code 51.7	<a href="#">Freedom from violence or intimidation</a>
Code of Civil Procedure 527.8	<a href="#">Workplace violence safety</a>
Ed. Code 32210-32212	<a href="#">Willful disturbance; public schools or meetings</a>
Ed. Code 32225-32226	<a href="#">Communications devices in classrooms</a>
Ed. Code 35208	<a href="#">Liability insurance</a>
Ed. Code 35213	<a href="#">Reimbursement for loss or damage of personal property</a>
Ed. Code 44014	<a href="#">Report of assault by pupil against school employee</a>
Ed. Code 44807	<a href="#">Teachers' duty concerning conduct of students</a>
Ed. Code 48201	<a href="#">Transfer student's record for acts that resulted in suspension or expulsion</a>
Ed. Code 48900-48926	<a href="#">Suspension and expulsion</a>
Ed. Code 49079	<a href="#">Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion</a>
Ed. Code 49330-49335	<a href="#">Injurious objects</a>
Gov. Code 12926	<a href="#">Definitions</a>
Gov. Code 3543.2	<a href="#">Scope of representation</a>
Gov. Code 995-996.4	<a href="#">Defense of public employees</a>
Lab. Code 230-230.2	<a href="#">Leaves for victims of domestic violence, sexual assault or specified felonies</a>
Pen. Code 18150	<a href="#">Gun violence restraining orders</a>

## Employee Security

### State

Pen. Code 18170	<a href="#">Gun violence restraining order issued after notice and hearing</a>
Pen. Code 22810	<a href="#">Purchase, possession, and use of tear gas</a>
Pen. Code 240-246.3	<a href="#">Assault and battery</a>
Pen. Code 241.3	<a href="#">Assault against school bus drivers</a>
Pen. Code 241.6	<a href="#">Assault on school employee including board member</a>
Pen. Code 243.3	<a href="#">Battery against school bus drivers</a>
Pen. Code 243.6	<a href="#">Battery against school employee including board members</a>
Pen. Code 245.5	<a href="#">Assault with deadly weapon against school employee including board member</a>
Pen. Code 290	<a href="#">Registration of sex offenders</a>
Pen. Code 601	<a href="#">Trespass by person making credible threat</a>
Pen. Code 626-626.11	<a href="#">Weapons on school grounds and other school crimes</a>
Pen. Code 646.9	<a href="#">Stalking</a>
Pen. Code 71	<a href="#">Threatening public officers and employees and school officials</a>
W&I Code 827	<a href="#">Limited exception to juvenile court record</a>
W&I Code 828.1	<a href="#">District police or security department; disclosure of juvenile records</a>

### Management Resources

Court Decision	<a href="#">City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Department of Education, Safe Schools</a>

### Description

### Description

## Employee Security

### Management Resources

Website

Cross References

#### Code

0450

0450

1313

3320

3320

3320-E PDF(1)

3515

3515

3515-E PDF(1)

3515.2

3515.4

3515.4

3515.7

3530

3530

4112.9

4112.9-E PDF(1)

4118

4118

4119.21

4119.21-E PDF(1)

### Description

[CSBA](#)

### Description

[Comprehensive Safety Plan](#)

[Comprehensive Safety Plan](#)

[Civility](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Claims And Actions Against The District](#)

[Campus Security](#)

[Campus Security](#)

[Campus Security](#)

[Disruptions](#)

[Recovery For Property Loss Or Damage](#)

[Recovery For Property Loss Or Damage](#)

[Firearms On School Grounds](#)

[Risk Management/Insurance](#)

[Risk Management/Insurance](#)

[Employee Notifications](#)

[Employee Notifications](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Professional Standards](#)

[Professional Standards](#)

**Employee Security**

<b>Code</b>	<b>Description</b>
4131	<a href="#">Staff Development</a>
4131	<a href="#">Staff Development</a>
4140	<a href="#">Bargaining Units</a>
4157	<a href="#">Employee Safety</a>
4157	<a href="#">Employee Safety</a>
4161.2	<a href="#">Personal Leaves</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E PDF(1)	<a href="#">Employee Notifications</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.21	<a href="#">Professional Standards</a>
4231	<a href="#">Staff Development</a>
4231	<a href="#">Staff Development</a>
4240	<a href="#">Bargaining Units</a>
4257	<a href="#">Employee Safety</a>
4257	<a href="#">Employee Safety</a>
4261.2	<a href="#">Personal Leaves</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E PDF(1)	<a href="#">Employee Notifications</a>
4319.21	<a href="#">Professional Standards</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E PDF(1)	<a href="#">Professional Standards</a>
4331	<a href="#">Staff Development</a>
4331	<a href="#">Staff Development</a>
4340	<a href="#">Bargaining Units</a>
4357	<a href="#">Employee Safety</a>
4357	<a href="#">Employee Safety</a>
4361.2	<a href="#">Personal Leaves</a>
5125	<a href="#">Student Records</a>



**Employee Security**

<b>Code</b>	<b>Description</b>
5125	<a href="#">Student Records</a>
5125.2	<a href="#">Withholding Grades, Diploma Or Transcripts</a>
5131.4	<a href="#">Student Disturbances</a>
5131.4	<a href="#">Student Disturbances</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5141	<a href="#">Health Care And Emergencies</a>
5141	<a href="#">Health Care And Emergencies</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>

Regulation  
 approved: August 11, 1999  
 approved: December 3, 2001  
 approved: September 14, 2011  
 approved: September 26, 2018  
 approved:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4258(a)

### Employee Security

The Board of Education desires to provide a safe and orderly work environment for all employees. As part of the District's comprehensive school safety plan, the Superintendent or designee shall develop strategies for protecting employees from potentially dangerous persons and situations and for providing necessary assistance and support when emergency situations occur.

~~(cf. 0450 – Comprehensive Safety Plan)~~

~~(cf. 3515 – Campus Security)~~

~~(cf. 5131.4 – Campus Disturbances)~~

**Any person who threatens the safety of others at any District facility may be removed by the Superintendent or designee in accordance with AR 3515.2 - Disruptions.** Any employee against whom violence or any threat of violence has been directed in the workplace shall notify the Superintendent or designee immediately. As appropriate, the Superintendent or designee shall initiate legal and security measures to protect the employee and others in the workplace. **Such measures may include seeking a temporary restraining order on behalf of the employee pursuant to Code of Civil Procedure 527.8 and/or a gun violence restraining order pursuant to Penal Code 18150 and 18170.**

**Upon request by an employee who is a victim of domestic violence, sexual assault, or stalking, the Superintendent or designee shall provide reasonable accommodations in accordance with Labor Code 230-230.1 and the accompanying administrative regulation to protect the employee's safety while at work.** The Superintendent or designee may pursue legal action on behalf of an employee against a student or ~~his/her~~ **the student's** parent/guardian to recover damages **for injury** to the employee's **person** or ~~his/her~~ property caused by the student's willful misconduct that occurred on the District property, at a school or ~~D~~istrict activity, or in retaliation for lawful acts of the employee in the performance of his/her duties. (Education Code 48904, 48905)

~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

~~(cf. 4156.3/4256.3/4356.3 – Employee Property Reimbursement)~~

~~(cf. 5125.21 – Withholding Grades, Diploma or Transcripts)~~

The Superintendent or designee shall ~~ensure that employees receive~~ **provide staff development** training in crisis prevention and intervention techniques, **which** ~~in order to protect themselves and students.~~ Staff development may include training in classroom management, effective communication techniques, procedures ~~and~~ **for** responding to an active shooter situation, and crisis resolution.

~~(cf. 4131/4231/4331 – Staff Development)~~

## Employee Security

**In accordance with law**, the Superintendent or designee also shall inform teachers, **administrators, and/or counselors** ~~in accordance with law~~, of crimes and offenses committed by students who may pose a danger in the classroom. (Education Code 48201, 49070; Welfare and Institutions Code 827)

The Superintendent or designee may make available at appropriate locations, including, but not limited to, District and school offices, gyms, and classrooms, communication devices that would enable two-way communication with law enforcement and others when emergencies occur.

~~(cf. 5141 – Health Care and Emergencies)~~

## Use of Pepper Spray

Employees shall not carry or possess pepper spray on school property or at school activities, except when authorized by the Superintendent or designee for self-defense purposes. When allowed, an employee may only possess pepper spray in accordance with administrative regulations and Penal Code 22810. Any employee who is negligent or careless in the possession or handling of pepper spray shall be subject to appropriate disciplinary measures.

~~(cf. 4118 – Suspension/Disciplinary Action)~~

~~(cf. 4218 – Dismissal/Suspension/Disciplinary Action)~~

## Reporting of Injurious Objects

~~The Board requires~~ **E**mployees ~~to~~ **shall** take immediate action upon being made aware that any person is in possession of a weapon or unauthorized injurious object on school grounds or at a school-related or school-sponsored activity. ~~The~~ **E**mployees shall ~~use his/her~~ **exercise their own best** judgment as to the potential danger involved and; shall do one of the following:

1. Confiscate the object and deliver it to the principal immediately
2. Immediately notify the principal, who shall take appropriate action
3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

~~(cf. 5144. – Discipline)~~

~~(cf. 5144.1 – Suspension and Expulsion/Due Process)~~

~~(cf. 5144.2 – Suspension and Expulsion/Due Process (Students with Disabilities))~~

When informing the principal about the possession or seizure of a weapon or dangerous device, the employee shall report the name(s) of persons involved, witnesses, location, and the circumstances of any seizure.

## Employee Security

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### Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Civ. Code 51.7	<a href="#">Freedom from violence or intimidation</a>
Code of Civil Procedure 527.8	<a href="#">Workplace violence safety</a>
Ed. Code 32210-32212	<a href="#">Willful disturbance; public schools or meetings</a>
Ed. Code 32225-32226	<a href="#">Communications devices in classrooms</a>
Ed. Code 35208	<a href="#">Liability insurance</a>
Ed. Code 35213	<a href="#">Reimbursement for loss or damage of personal property</a>
Ed. Code 44014	<a href="#">Report of assault by pupil against school employee</a>
Ed. Code 44807	<a href="#">Teachers' duty concerning conduct of students</a>
Ed. Code 48201	<a href="#">Transfer student's record for acts that resulted in suspension or expulsion</a>
Ed. Code 48900-48926	<a href="#">Suspension and expulsion</a>
Ed. Code 49079	<a href="#">Notification to teacher; student who has engaged in acts re: grounds suspension or expulsion</a>
Ed. Code 49330-49335	<a href="#">Injurious objects</a>
Gov. Code 12926	<a href="#">Definitions</a>
Gov. Code 3543.2	<a href="#">Scope of representation</a>
Gov. Code 995-996.4	<a href="#">Defense of public employees</a>
Lab. Code 230-230.2	<a href="#">Leaves for victims of domestic violence, sexual assault or specified felonies</a>
Pen. Code 18150	<a href="#">Gun violence restraining orders</a>

## Employee Security

### State

Pen. Code 18170	<a href="#">Gun violence restraining order issued after notice and hearing</a>
Pen. Code 22810	<a href="#">Purchase, possession, and use of tear gas</a>
Pen. Code 240-246.3	<a href="#">Assault and battery</a>
Pen. Code 241.3	<a href="#">Assault against school bus drivers</a>
Pen. Code 241.6	<a href="#">Assault on school employee including board member</a>
Pen. Code 243.3	<a href="#">Battery against school bus drivers</a>
Pen. Code 243.6	<a href="#">Battery against school employee including board members</a>
Pen. Code 245.5	<a href="#">Assault with deadly weapon against school employee including board member</a>
Pen. Code 290	<a href="#">Registration of sex offenders</a>
Pen. Code 601	<a href="#">Trespass by person making credible threat</a>
Pen. Code 626-626.11	<a href="#">Weapons on school grounds and other school crimes</a>
Pen. Code 646.9	<a href="#">Stalking</a>
Pen. Code 71	<a href="#">Threatening public officers and employees and school officials</a>
W&I Code 827	<a href="#">Limited exception to juvenile court record</a>
W&I Code 828.1	<a href="#">District police or security department; disclosure of juvenile records</a>

### Management Resources

Court Decision	<a href="#">City of San Jose v. William Garbett (2010) 190 Cal. App. 4th 526</a>
Website	<a href="#">CSBA District and County Office of Education Legal Services</a>
Website	<a href="#">California Department of Education, Safe Schools</a>

### Description

### Description

## Employee Security

### Management Resources

Website

Cross References

#### Code

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3320-E PDF(1)

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4112.9-E PDF(1)

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### Description

[Comprehensive Safety Plan](#)

[Comprehensive Safety Plan](#)

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[Claims And Actions Against The District](#)

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[Claims And Actions Against The District](#)

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[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Professional Standards](#)

[Professional Standards](#)

**Employee Security**

<b>Code</b>	<b>Description</b>
4131	<a href="#">Staff Development</a>
4131	<a href="#">Staff Development</a>
4140	<a href="#">Bargaining Units</a>
4157	<a href="#">Employee Safety</a>
4157	<a href="#">Employee Safety</a>
4161.2	<a href="#">Personal Leaves</a>
4212.9	<a href="#">Employee Notifications</a>
4212.9-E PDF(1)	<a href="#">Employee Notifications</a>
4218	<a href="#">Dismissal/Suspension/Disciplinary Action</a>
4219.21	<a href="#">Professional Standards</a>
4231	<a href="#">Staff Development</a>
4231	<a href="#">Staff Development</a>
4240	<a href="#">Bargaining Units</a>
4257	<a href="#">Employee Safety</a>
4257	<a href="#">Employee Safety</a>
4261.2	<a href="#">Personal Leaves</a>
4312.9	<a href="#">Employee Notifications</a>
4312.9-E PDF(1)	<a href="#">Employee Notifications</a>
4319.21	<a href="#">Professional Standards</a>
4319.21	<a href="#">Professional Standards</a>
4319.21-E PDF(1)	<a href="#">Professional Standards</a>
4331	<a href="#">Staff Development</a>
4331	<a href="#">Staff Development</a>
4340	<a href="#">Bargaining Units</a>
4357	<a href="#">Employee Safety</a>
4357	<a href="#">Employee Safety</a>
4361.2	<a href="#">Personal Leaves</a>
5125	<a href="#">Student Records</a>

**Employee Security**

<b>Code</b>	<b>Description</b>
5125	<a href="#">Student Records</a>
5125.2	<a href="#">Withholding Grades, Diploma Or Transcripts</a>
5131.4	<a href="#">Student Disturbances</a>
5131.4	<a href="#">Student Disturbances</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5141	<a href="#">Health Care And Emergencies</a>
5141	<a href="#">Health Care And Emergencies</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>

Regulation  
 approved: August 11, 1999  
 approved: December 3, 2001  
 approved: September 14, 2011  
 approved: September 26, 2018  
 approved:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California





## RIALTO UNIFIED SCHOOL DISTRICT

### Personnel

BP 4358(a)

### Employee Security

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~~(cf. 0450 – Comprehensive Safety Plan)~~

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~~(cf. 3320 – Claims and Actions Against the District)~~

~~(cf. 3515.4 – Recovery for Property Loss or Damage)~~

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~~(cf. 4131/4231/4331 – Staff Development)~~

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~~(cf. 4118 – Suspension/Disciplinary Action)~~

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3. Immediately call 911 and the principal

~~(cf. 3515.7 – Firearms on School Grounds)~~

~~(cf. 5131.7 – Weapons and Dangerous Instruments)~~

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## Employee Security

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Pen. Code 22810

[Purchase, possession, and use of tear gas](#)

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[Stalking](#)

Pen. Code 71

[Threatening public officers and employees and school officials](#)

W&I Code 827

[Limited exception to juvenile court record](#)

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[District police or security department; disclosure of juvenile records](#)

### Management Resources

### Description

Court Decision

[City of San Jose v. William Garbett \(2010\) 190 Cal. App. 4th 526](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[California Department of Education, Safe Schools](#)

## Employee Security

### Management Resources

Website

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5131.7	<a href="#">Weapons And Dangerous Instruments</a>
5141	<a href="#">Health Care And Emergencies</a>
5141	<a href="#">Health Care And Emergencies</a>
5144	<a href="#">Discipline</a>
5144	<a href="#">Discipline</a>
5144.1	<a href="#">Suspension And Expulsion/Due Process</a>
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Regulation  
 approved: August 11, 1999  
 approved: December 3, 2001  
 approved: September 14, 2011  
 approved: September 26, 2018  
 approved:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



# RIALTO UNIFIED SCHOOL DISTRICT

Instruction

BP 6115(a)

## Ceremonies and Observances

The Board of Education recognizes the importance of having students observe holidays, celebrate events of cultural or historical significance, or **present day significance, and** to acknowledge the contributions of outstanding individuals in society. On days designated by the Board, **and as required by law**, staff shall provide students with appropriate commemorative exercises **and educational experiences** so that they may acquire the knowledge, skills, and principles essential for informed, responsible citizenship in a democratic society.

~~(cf. 6111 – School Calendar)~~

~~(cf. 6141.2 – Recognition of Religious Beliefs and Customs)~~

~~(cf. 6141.6 – Multicultural Education)~~

~~(cf. 6142.3 – Civic Education)~~

~~(cf. 6142.4 – Learning Through Community Service)~~

**District schools shall be closed on the holidays specified in Education Code 37220 and on any other day designated as a holiday by the Board. The Board may, by adoption of a resolution, revise the date upon which schools close in observance of any holiday except Veterans Day, which shall be celebrated on its actual date. (Education Code 37220)**

**In addition, the Board may, through the adoption of a resolution, authorize the display of symbolic flags or banners in support of specific awareness months.**

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### Policy Reference Disclaimer:

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State	Description
Ed. Code 37220-37222.21	<u>Holidays and commemorative events</u>
Ed. Code 44015.1	<u>Week of the School Administrator</u>
Ed. Code 45203	<u>Paid holidays</u>
Ed. Code 45460	<u>Classified School Employee Week</u>
Ed. Code 49110.5	<u>Workplace Readiness Week</u>
Ed. Code 52720-52730	<u>Patriotic exercises and instruction</u>
Gov. Code 3540-3549.3	<u>Public education</u> <u>employer-employee relations</u>
Gov. Code 430-439	<u>Display of flags</u>



**Ceremonies and Observances**

<b>Federal</b>	<b>Description</b>
36 USC 106	<u>Constitution Day and Citizenship Day</u>
4 USC 6	<u>Time and occasion for display of flag</u>
4 USC 7	<u>Position and manner of display of flag</u>

<b>Management Resources</b>	<b>Description</b>
Court Decision	<u>Newdow v. Rio Linda Union School District (9th Cir. 2010) 597 F.3d 1007</u>
Court Decision	<u>West Virginia State Board of Education et al. v. Barnette et al. (1943) 319 U.S. 624</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Department of Education, History/Social Science Instructional Materials</u>
Website	<u>CSBA</u>
Cross References	

<b>Code</b>	<b>Description</b>
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>
4156.2	<u>Awards And Recognition</u>
4256.2	<u>Awards And Recognition</u>
4356.2	<u>Awards And Recognition</u>
5113.2	<u>Work Permits</u>
5113.2	<u>Work Permits</u>
6111	<u>School Calendar</u>
6117	<u>Year-Round Schedules</u>
6117	<u>Year-Round Schedules</u>
6141.2	<u>Recognition Of Religious Beliefs And Customs</u>
6141.2	<u>Recognition Of Religious Beliefs And Customs</u>
6142.3	<u>Civic Education</u>

**Ceremonies and Observances**

<b>Code</b>	<b>Description</b>
6142.4	<u>Service Learning/Community Service Classes</u>
6142.94	<u>History-Social Science Instruction</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6144	<u>Controversial Issues</u>
6144	<u>Controversial Issues</u>
6145.8	<u>Assemblies And Special Events</u>
6175	<u>Migrant Education Program</u>
6175	<u>Migrant Education Program</u>
6178.1	<u>Work-Based Learning</u>

Regulation  
 approved: September 22, 1999  
 approved: March 25 2009  
 approved:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



### Recognition of Religious Beliefs and Customs

The Board of Education recognizes that students' education would be incomplete without an understanding of the role of religion in history and society. As appropriate for a particular course, teachers may objectively discuss the influences of various religions, using religious works and symbols to illustrate their relationship with culture, literature, or the arts. The Board expects that such discussion will identify principles common to all religions, and foster respect for the diversity of religions and customs in the world, **and be consistent with the adopted instructional materials, state frameworks, and state standards, as applicable.**

~~(cf. 6143—Courses of Study)~~

In order to respect each student's individual right to freedom of religious practice, religious indoctrination is clearly forbidden in the public schools. Discussion about religion shall neither promote nor denigrate the beliefs or customs of any particular religion or sect, nor should a preference be shown for one religious viewpoint over another. Staff members shall be highly sensitive to their obligation not to interfere with the religious development of any student in whatever tradition the student embraces, **and treat all religions and religious conviction, including nonbelief, with fairness and respect.**

~~(cf. 0410—Nondiscrimination in District Programs and Activities)~~

~~(cf. 1330—Use of School Facilities)~~

~~(cf. 1325—Advertising and Promotion)~~

~~(cf. 5113—Absences and Excuses)~~

~~(cf. 6145.5—Student Organizations and Equal Access)~~

~~Staff shall not endorse, encourage, or solicit religious or anti-religious expression or activities among students during school **class** time. As part of their official duties, staff shall not lead students in prayer or other religious activities. However, staff shall not prohibit or discourage any student from praying or otherwise expressing his/her religious belief as long as this does not disrupt the classroom.~~

**Staff shall not coerce students in prayer or other religious activities as part of their official duties. However, staff are not prohibited, when acting in their private capacity, from encouraging students' participation in personal prayer or other religious activity. Additionally, staff shall not prohibit or discourage any student from praying or otherwise expressing the student's religious belief so long as this does not disrupt the classroom or other school-sponsored activity.**

Students may express their beliefs about religion in their homework, artwork and, other ~~class-work~~ **classwork** if the expression is germane to the assignment. Such work shall be judged by ordinary academic standards, **relevance, and other legitimate pedagogical objectives.**

## Recognition of Religious Beliefs and Customs

~~(cf. 5121—Grades/Evaluation of Student Achievement)~~  
~~(cf. 5145.2—Freedom of Speech/Expression: Publications Code)~~  
~~(cf. 6144—Controversial Issues)~~  
~~(cf. 6154—Homework/Make-up Work)~~

While teaching about religious holidays is a permissible part of the educational program, celebrating religious holidays is not allowed in the ~~public schools~~ **District**. School-sponsored programs shall neither be, nor have the effect of being religiously oriented nor a religious celebration. School and classroom decorations may express seasonal themes that are not religious in nature. **The use of religious symbols that are part of a religious holiday is permitted as a teaching aid or resource, provided that such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature.**

**Classroom methods in instruction about religion shall not include religious role-playing activities or simulated religious devotional acts.**

Music, art, literature, or drama programs having religious themes are permitted as part of the curriculum for school-sponsored activities and programs if presented in an objective manner and as a traditional part of the cultural and religious heritage. **The use of religious symbols that are part of a religious holiday is permitted as a teaching aid or resource, provided that such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature.**

**District schools shall not prohibit religious activities if the same or similar non-religious activities are permitted.**

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Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

<b>State</b>	<b>Description</b>
Ed. Code 38130-38139	<a href="#"><u>Civic Center Act</u></a>
Ed. Code 46014	<a href="#"><u>Absences for religious purposes</u></a>
Ed. Code 51511	<a href="#"><u>Religious matters properly included in courses of study</u></a>
Ed. Code 51938	<a href="#"><u>Right of parent/guardian to excuse from sexual health instruction</u></a>
<b>Federal</b>	<b>Description</b>
20 USC 4071-4074	<a href="#"><u>Equal Access Act</u></a>
20 USC 6061	<a href="#"><u>School prayer</u></a>

## Recognition of Religious Beliefs and Customs

Federal	Description
20 USC 7904	<u>School prayer</u>
Management Resources	Description
California Department of Education Publication	<u>Appendix F history social science framework for California public schools</u>
Court Decision	<u>Florey v. Sioux Falls (1980) 619 F.2d 1311</u>
Court Decision	<u>Fellowship of Christian Athletes v. San Jose Unified School District Board of Education (2023) 82 F.4th 664</u>
Court Decision	<u>Kennedy v. Bremerton (2022) 142 S.Ct. 2407</u>
Court Decision	<u>Cole v. Oroville Union High School District (2000, 9th Cir.) 228 F.3d 1092</u>
Court Decision	<u>Lassonde v. Pleasanton Unified School District (2003, 9th Cir.) 320 F.3d 979</u>
Court Decision	<u>Lemon v. Kurtzman (1971) 403 U.S. 602</u>
U.S. Department of Education Publication	<u>Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, May 2023</u>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>California Department of Education</u>
Website	<u>CSBA</u>
Website	<u>U.S. Department of Education</u>
Cross References	

Code	Description
0410	<u>Nondiscrimination In District Programs And Activities</u>
0450	<u>Comprehensive Safety Plan</u>
0450	<u>Comprehensive Safety Plan</u>
1325	<u>Advertising And Promotion</u>

**Recognition of Religious Beliefs and Customs**

<b>Code</b>	<b>Description</b>
1325	<u>Advertising And Promotion</u>
1330	<u>Use Of School Facilities</u>
1330	<u>Use Of School Facilities</u>
5113	<u>Absences And Excuses</u>
5113	<u>Absences And Excuses</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5121	<u>Grades/Evaluation Of Student Achievement</u>
5127	<u>Graduation Ceremonies And Activities</u>
5132	<u>Dress And Grooming</u>
5132	<u>Dress And Grooming</u>
5141.31	<u>Immunizations</u>
5141.31	<u>Immunizations</u>
5145.2	<u>Freedom Of Speech/Expression</u>
5145.2	<u>Freedom Of Speech/Expression</u>
6111	<u>School Calendar</u>
6115	<u>Ceremonies And Observances</u>
6115	<u>Ceremonies And Observances</u>
6142.8	<u>Comprehensive Health Education</u>
6142.8	<u>Comprehensive Health Education</u>
6142.93	<u>Science Instruction</u>
6142.94	<u>History-Social Science Instruction</u>
6143	<u>Courses Of Study</u>
6143	<u>Courses Of Study</u>
6144	<u>Controversial Issues</u>
6144	<u>Controversial Issues</u>
6145.5	<u>Student Organizations And Equal Access</u>

**Recognition of Religious Beliefs and Customs**

<b>Code</b>	<b>Description</b>
6145.5	<u>Student Organizations And Equal Access</u>
6145.5-E PDF(1)	<u>Student Organizations And Equal Access</u>
6145.8	<u>Assemblies And Special Events</u>
6154	<u>Homework/Makeup Work</u>
6154	<u>Homework/Makeup Work</u>
6161.11	<u>Supplementary Instructional Materials</u>
6176	<u>Weekend/Saturday Classes</u>

Regulation  
 approved: September 22, 1999  
 approved: October 26, 2004  
 approved:

**RIALTO UNIFIED SCHOOL DISTRICT**  
 Rialto, California



**Board of Education Agenda  
August 28, 2024**

**DONATIONS**

Monetary Donation(s)

Location: Fiscal Services  
Donor: Hannia Rodriguez Amount: \$30.00  
Purpose: 2024 Backpack Drive

Non-Monetary Donation(s)

Location: Education Services/Elementary Instruction  
Donor: Juanita Chan-Roden  
Items: Flute and music stand

Location: Werner Elementary School  
Donor: Smile America Abdi Foundation  
Items: Backpacks

Location: Fiscal Services  
Donor: Faro Logistics  
Items: 5 Pallets of toys

Location: Fiscal Services  
Donor: Amazon LBG7  
Items: 13 Pallets of various items

**RECOMMENDATION:**

Accept the donation(s) and send a letter of appreciation to the donor(s): Hannia Rodriguez; Juanita Chan-Roden; Smile America Abdi Foundation; Faro Logistics; and Amazon LBG7.

Monetary Donations - August 28, 2024	\$	30.00
Donations - Fiscal Year-to-Date	\$	6,280.00

**SUBMITTED/REVIEWED BY:** Diane Romo





**Board of Education Agenda  
August 28, 2024**

**SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS**

Quantity	Description	Quantity	Description
30	CPU	37	Monitor
3	Television	20	Laptop
5	Projector	2	VCR
29	Keyboard & Mice	1	P.E equipment
4	Bookshelf	6	Sink, Portable
8	Chair, foldable	14	Desk, Office
6	File Cabinet	242	Desk, Student
32	Table	27	Chair, Student
6	Chair, Office	4	Cabinet, Rolling
16	Partitions, Office	1	Cabinet, wood
1	Cabinet, Metal	1	Stand, T.V.
1	Wheelchair	1	Shredder
8	Mats, Colorful shapes		

**REASONING:**

It is recommended that the Board of Education declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.

**SUBMITTED/REVIEWED BY:** Ricardo G. Salazar/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS FROM  
CHILD NUTRITION SERVICES**

Quantity	Description	Quantity	Description
16	Cold Transport Carts	2	International Bobtail Trucks 30'
2	Ice Machines	6	Refrigerators
4	Heating Units	3	Printers
33	Computer Monitors	11	Computers

**RECOMMENDATION:**

It is recommended that the Board of Education declares the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.

**SUBMITTED/REVIEWED BY:** Fausat Rahman-Davies/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH YOUNG VISIONARIES YOUTH LEADERSHIP ACADEMY**

**BACKGROUND:**

The Young Visionaries Youth Leadership Academy (YVYLA) has been awarded funds by the San Bernardino County Department of Behavioral Health to provide services to children residing in the County of San Bernardino. To fulfill the Department of Behavioral Health mental health requirements, Young Visionaries Youth Leadership Academy will provide a mentorship program to African American students within the District.

**REASONING:**

Congruent with the District's Local Control Accountability Plan, Goal 3 and the District's Strategic Plan, YVYLA will provide a full-scale mentorship program to students. Services will provide mentorship, mindfulness, conflict resolution, substance abuse and/or anger management for students, parent support and parent classes, clinical case management, and therapy for students. The program goals include:

- Increasing African American resiliency
- Decreasing referral rate for African American students
- Increasing social skills and emotional awareness of students
- Increasing student's self-efficacy and self-image
- Reducing problem behaviors within the school that lead to discipline

YVYLA will provide a monthly report summarizing services rendered including initial assessment, case management plan, strategy, and outcomes. An estimated 300 students plus 60 parents will meet weekly. For the 23-24 school year, 131 students received services that included group sessions, 128 students, grades 4-12, received training in Successfully Motivating African Americans Through Resiliency and 6 parent classes took place with a total of 175 participants.

**RECOMMENDATION:**

To provide a mentorship program for students and families, effective August 29, 2024 through June 30, 2025, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Robin McMillon, Ed.D. /Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH YOUTH ACTION PROJECT**

**BACKGROUND:**

Youth Action Project will provide comprehensive workforce, academic, and support services for 13 Rialto Unified School District high school students aged 16-19 who are homeless, in foster care or are justice involved. YAP will work with students to develop program goals and identify workforce service elements to help them reach those goals.

**REASONING:**

Youth Action Project will provide comprehensive workforce, academic, and support services for a minimum of 13 Rialto Unified School District's high school students aged 16-19 who are homeless, in foster care, or are justice involved. Youth Action Project will work with students to mutually develop program goals and identify which workforce service elements will enable them to reach those goals. YAP will also:

- Provide occupational and employability training activities that enable students to develop the skills and habits needed to experience social and economic success
- Provide students with the supportive services necessary to reach their program goals (transportation assistance, interview attire, etc.)
- Provide up to 200 hours of paid work experience per participant at or above the current minimum wage hourly
- Provide students with up to 12 months of follow up workforce services
- Facilitate tutoring services and mentorship to students K-12th grade

For the 2023-2024 school year, over 30 students were engaged with Youth Action Project and 17 completed the program offered. Upon completion, 83% participants reported feeling confident in their ability to secure a well-paying job and 99% reported they could comfortably navigate the job application process. All participants obtained industry recognized certificates, completed a resume and were provided with a \$200 incentive stipend.

**RECOMMENDATION:**

To provide Rialto Unified School District students with workforce, academic, and support services, effective August 29, 2024 through June 30, 2025, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Robin McMillon, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH EARTH BENEATH OUR FEET**

**BACKGROUND:**

The Next Generation Science Standards (NGSS) for Life Science and Earth and Space Science require third and fourth graders to study evidence of organisms that no longer exist (fossils), earth systems processes that shape the earth (rock cycle, weathering, erosion, volcanoes and earthquakes). To inspire Rialto USD students in grades 3 and 4 to appreciate these ideas, Earth Beneath Our Feet will provide up to 33 presentations aligned to the grade 3 and grade 4 NGSS Earth and Space Science performance expectations.

**REASONING:**

Student pre and post surveys suggest that students that participate in these student presentations have a better understanding of NGSS PE 3-LS4-1, and 4-ESS1-1. Teacher pre and post surveys suggest that a majority of teachers believe that it is a "worthwhile learning opportunity that leads to better content understanding than what would be available from classroom instruction alone." By having hands on materials that are local, students will be able to relate to scientific phenomena globally. The contract includes: work folders including but not limited to petrology information, 19 grade 4 student presentations, and 12 grade 3 student presentations. This is congruent with Strategic Plan Strategy I: " We will provide rigorous and relevant learning experiences to ensure each student's holistic development.

**RECOMMENDATION:**

To provide presentations and resources to all RUSD students in grades 3 and 4, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$16,700.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Juanita Chan-Roden/Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH ESCRIBE SOFTWARE LTD.**

**BACKGROUND:**

Technology Services requests the Board of Education to approve a renewal agreement with eScribe Software Ltd., for the annual software license agreement for meeting management software. eScribe is an end-to-end meeting management solution developed for the unique needs of school boards. Created with compliance in mind, the platform helps to enable accessible and efficient workflows that improve transparency before, during, and after meetings.

**REASONING:**

The Executive Administrative Secretary has been using eScribe since 2019 to create the Board of Education Agenda, minutes, manage templates, comprehensive workflows and tools for the preparation, approval, and submission of meeting related reports and items.

**RECOMMENDATION:**

Approve the renewal agreement with eScribe Software Ltd. for the annual license for meeting management software, effective September 1, 2024, through August 31, 2025, at a cost not-to-exceed \$22,000.00 and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Beth Ann Scantlebury/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH CITY OF SAN BERNARDINO POLICE DEPARTMENT**

**BACKGROUND:**

As part of Rialto High School's athletic calendar, Police officer support is assigned to the scheduled school football games. Officers ensure safety is executed in accordance with policies and procedures. Officers take every precaution in providing a safe environment for all that are present at the Football games and work closely with District Safety Service Team.

**REASONING:**

The services provided from the San Bernardino Police Department are being requested in an effort to provide a safe environment to all students, staff, and public that attend home football games at Rialto High School.

**RECOMMENDATION:**

To provide police services during home football games at Rialto High School, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$23,400.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Norberto Perez/Rhea McIver Gibbs, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE A RENEWAL AGREEMENT WITH FRANKLIN COVEY - CASEY  
ELEMENTARY SCHOOL**

**BACKGROUND:**

Casey Elementary School requests the Board of Education to approve a renewal agreement with Franklin Covey for a three year implementation of their program, Leader in Me (LIM), which includes an annual membership for the 2024-2025 through 2026-2027 school years; and digital resources and materials for all staff members and students. Implementation of the Leader in Me program will result in the facilitation of daily lessons focused on the "Habit" of the month, each teacher, library technician, and instructional technology assistant developing mission statements, the coordination and coaching of the Casey Lighthouse Team, monthly Lighthouse Team meetings, the revision of the Casey mission statement, adult mentors who facilitate scholar-lead teams, and parent volunteers to enhance the celebration of the monthly Habits. Annual membership will include coaching support, principal development, Lighthouse coordinator development, access to the video library, online professional learning, online classroom and student resources. The partnership between Franklin Covey Leader in Me and Casey Elementary School will support the focus on leadership, life, and college-career readiness skills.

**REASONING:**

The Leader in Me program is congruent with our school's mission and supports our Strategic Plan by promoting a positive school climate, social-emotional learning, and community engagement. It is endorsed by the Collaborative for Academic Social Emotional Learning (CASEL) and the Bill & Melinda Gates Foundation. Casey Elementary School has chosen Leader in Me as the schoolwide SEL curriculum to build the capacity of teachers and staff, empower student development, and involve families and the community in SEL reinforcement. The implementation plan includes a focus on school goals and individual student goal-setting, with a cost of \$6,270 per year for 3 years.

**RECOMMENDATION:**

To implement the Leader in Me program at Casey Elementary School, effective August 29, 2024 through June 30, 2027, at a cost not-to-exceed \$18,810.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Jeremy Sauer/Patricia Chavez, Ed.D.





**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH KNN PUBLIC FINANCE, LLC  
FOR DISCLOSURE SERVICES**

**BACKGROUND:**

The District is in need of a consultant to assist in complying with Continuing Disclosure services related to General Obligation Bonds and other financing obligations, as well as Certificates of Participation, subject to Rule 15c2-12 adopted by the Securities and Exchange Commission (SEC) for the Fiscal Year 2024-2025.

**REASONING:**

KNN Public Finance proposes to provide the following services:

- Prepare and file the Annual Report with the Municipal Securities Rulemaking Board (MSRB) through the MSRB's Electronic Municipal Market Access (EMMA) system, pursuant to the District's Continuing Disclosure Certificate for each General Obligation Bond or other financing obligations issued on or after July 3, 1995.
- Certify to the District that the Annual Report was submitted as required to EMMA and provide a copy of the Annual Report to the District.
- Monitor for occurrences of (1) "significant events" such as payment delinquencies, unscheduled draws, adverse tax opinions, rating changes, etc. that may represent materially important information to the bond holders, (2) monitor other events that might warrant a mandatory or voluntary disclosure filing, and (3) disseminate timely notification should there be identification of a "significant event"
- Assist the District in evaluating, investigating and disseminate involuntary and voluntary event notices.

**RECOMMENDATION:**

Approve an agreement with KNN Public Finance, LLC to provide continuing disclosure services related to General Obligation Bonds and other financing obligations, as well as Certificates of Participation for the Fiscal Year 2024-2025 with the filing of the 2023-2024 Annual Report, at a cost not-to-exceed \$5,500.00 per filing year, effective July 1, 2024, through June 30, 2025, with an option to renew annually through June 30, 2030, and to be paid from Fund 21 – General Obligation (G.O.) Bond.

**SUBMITTED/REVIEWED BY:** Angie Lopez/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH SUNFLOWER THERAPIES**

**BACKGROUND:**

Sunflower Therapies is a local organization that provides a variety of services including psychotherapy and speech-language pathology. With over 40 years of experience working with bilingual children who have a variety of speech and language disorders, and their families. Sunflower Therapies offers clinical services in English, Spanish, French, & Polish. Sunflower Therapies specializes in bilingualism and speech and language disorders, assessment and treatment as well as collaboration with interpreters and translators in the field of communicative disorders.

**REASONING:**

To ensure the District complies with Federal and State mandates, Special Education Regulations 34 CFR § 300.502 allows parents to request an Independent Education Evaluation (IEE) at public expense. Sunflower Therapies offers Speech services for Bilingual Independent Education Evaluations (IEEs) when parents disagree with the assessment or per the settlement agreement.

**RECOMMENDATION:**

To provide Bilingual Speech Evaluations and Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Sonya Scott, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH DR. PEDRO OLVERA**

**BACKGROUND:**

Dr. Pedro Olvera is a highly skilled Educational Psychologist specializing in pinpointing barriers to learning and devising practical solutions to enhance his client's psychological, academic, and social/emotional well-being. His specialty lies in conducting thorough neuropsychological (school-based) and psychoeducational assessments to provide tailored recommendations. Additionally, he offers complete Independent Education Evaluations for students.

**REASONING:**

To ensure the District complies with Federal and State mandates, Special Education Regulations 34 CFR § 300.502 allows parents to request an Independent Education Evaluation (IEE) at public expense. Dr. Pedro Olvera offers services for Independent Education Evaluations (IEEs) when parents disagree with the assessment or per the settlement agreement.

**RECOMMENDATION:**

To provide Independent Education Evaluations during the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Sonya Scott, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH BEAM, LLC**

**BACKGROUND:**

BEAM, LLC is a multi-faceted organization engaged in collaborative relationships with school districts, state agencies, families, and community partners across the Southern California region. BEAM, LLC offers a team of experts that consist of licensed and credentialed psychologists, speech/language pathologists, education specialists, reading specialists, occupational therapists, registered school nurses, and adapted physical education specialists. BEAM, LLC provides districts with critical assessment support in the areas of psycho-education, speech-language, occupational therapy, adapted physical education, functional behavior assessment, special circumstance instructional assistance assessment, and educationally related mental health services assessments.

**REASONING:**

To ensure the District complies with Federal and State mandates, Special Education Regulations 34 CFR § 300.502 allows parents to request an Independent Education Evaluation (IEE) at public expense. BEAM, LLC, offers services for Independent Education Evaluations (IEEs) when parents disagree with the assessment or per the settlement agreement.

**RECOMMENDATION:**

To complete critical assessment support for Independent Education Evaluations (IEEs) for the 2024-2025 school year, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

**SUBMITTED/REVIEWED BY:** Sonya Scott, Ed.D/Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH EIDE BAILLY, LLP TO CONDUCT  
INDEPENDENT ANNUAL FINANCIAL AND PERFORMANCE AUDITS FOR  
PROPOSITION 39 MEASURE “A” GENERAL OBLIGATION FUNDS**

**BACKGROUND:**

In accordance with Section 1 of Article XIII of the California Constitution, the District must arrange for an auditing firm to perform an Independent Annual Financial and Performance Audit of the District’s Proposition 39 Measure “A” General Obligation Bond Funds.

**REASONING:**

The purpose of the Independent Annual Financial and Performance Audit is to meet the Section 1 of Article XIII requirements that the school district board, community college board, or county office of education conduct an annual, independent performance audit to ensure that the funds have been expended only on the specific projects listed.

In order to comply with this requirement District staff requested a proposal from Eide Bailly to provide the required audit services. Eide Bailly, LLP, is a top 25 Certified Public Accountants (CPA) and consulting firm which have been providing audit and assurance services for over 100 years, developing significant expertise in many industries.

**RECOMMENDATION:**

Approve an agreement with Eide Bailly, LLP to perform Independent Annual Financial and Performance Audits of the District’s Proposition 39 Measure “A” General Obligation Bond Funds for two (2) fiscal years: 2023/2024 - \$9,000; and 2024/2025 - \$9,500; for a total amount not-to-exceed \$18,500.00, and to be paid from Fund 21 – General Obligation (G.O.) Bond.

**SUBMITTED/REVIEWED BY:** Angie Lopez/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH SAN BERNARDINO VALLEY COLLEGE CORPS**

**BACKGROUND:**

The College Corps Program is a unique initiative that was launched in partnership with California colleges and universities. This program has partnered with college campuses to tackle statewide challenges, and is available to all students including AB540 CA Dream Act students in a state service program. The initiative has three (3) goals: (1) create a generation of civic-minded leaders, (2) help low to moderate income students graduate college on time and with less debt, and (3) address societal challenges and help build more equitable communities across California. These goals are congruent with the mission and belief of the Rialto Unified School District and so the STEM service area applied and has been accepted as a Host Partner Site. The College Corps can work with community based organizations predominantly in the three focus areas: K12 education, climate action, and food insecurity. These areas are the shared focus of the STEM Service Area. A minimum of three (3) College Corps Fellows will provide a minimum of 450 hours per fellow to assist in setting up and maintaining the STEM Center and STEM CARES climate action and food insecurity projects at no additional cost to the district. The 2024-2025 year begins Cohort Three (3) of the project and this is the first time that Rialto USD has been selected as a Host Partner Location.

**REASONING:**

This partnership is congruent with strategic plan Strategy II: We will create formations to ensure resources and assets are allocated and developed to directly support students. The district has invested valuable resources in the STEM Center, and the goal is to offer additional children's museum style services to students and Rialto families in the areas of science, environmental literacy, climate action, and food security. This partnership will allow for better support and management of the STEM Center and the museum style exhibits within the facility.

**RECOMMENDATION:**

To approve the College Corps Partnership Agreement 2024-2025 to allow a minimum of three (3) College Corps Fellows to support the Rialto STEM Service Area at the STEM Center, effective August 29, 2024 through June 30, 2025, at no cost to the District.

**SUBMITTED/REVIEWED BY:** Juanita Chan-Roden/Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH CURLS, COILS & CROWNS - MILOR HIGH SCHOOL**

**BACKGROUND:**

Curls, Coils, and Crowns will provide an enrichment program for African American girls. The partnership with Curls, Coils, and Crowns is intended to provide a challenging and empowering curriculum in a safe and supportive environment that encourages girls to gain a better understanding of themselves and their worth with the five pillars: Culture, Royal Roots, Owning our Identity, Withstanding Negativity, and Natural Beauty.

**REASONING:**

This program strives to increase social-emotional competencies among African American girls by understanding the five groups of interrelated core social and emotional competencies identified by The Collaborative for Academic, Social, and Emotional Learning (CASEL). Social-emotional support leads to positive student engagement and increases student academic performance. Curls, Coils & Crowns will provide a 2-day self-esteem enhancement workshop for 30 female Milor High School students.

**RECOMMENDATION:**

To provide a two (2) day workshop, effective August 29, 2024 through August 30, 2024, at a cost not-to-exceed \$15,000.00, and to be paid from the General Fund (Equity Multiplier Fund).

**SUBMITTED/REVIEWED BY:** Kyla Griffin, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH JAMES WOODS, DAT YOGA DUDE - MILOR  
HIGH SCHOOL**

**BACKGROUND:**

James Woods, "Dat Yoga Dude" provides tools for participants to develop and practice a lifestyle of health and wellness through interactive and engaging activities, skills, and training. Some of these sessions include techniques to prevent stress and encourage self-regulation, and mindfulness. These tools help manage anxiety, depression, and negative behaviors. Dat Yoga Dude has conducted multiple yoga and wellness class sessions at different RUSD school sites and departments.

**REASONING:**

Dat Yoga Dude will provide up to four 1-hour training sessions per day for 2 days. The training will involve 3 teachers and 60 students (30 boys and 30 girls) attending the 2-day wellness workshops. This initiative aims to further align Milor's site goals to enhance the campus culture of "Body, Soul, and Spirit."

**RECOMMENDATION:**

To provide two (2) days of (up to four 1-hour per day) Yoga and Wellness sessions to Milor High School students and staff, effective August 29, 2024, through August 30, 2024, at a cost not-to-exceed \$5,000.00, and to be paid from the General Fund (Title I).

**SUBMITTED/REVIEWED BY:** Kyla Griffin, Ed.D./Patricia Chavez, Ed.D.





**Board of Education Agenda  
August 28, 2024**

**SIGNATURE AUTHORIZATION FOR CALIFORNIA INTERSCHOLASTIC  
FEDERATION (CIF) RELATED CONTRACTS**

**BACKGROUND:**

On May 8, 2024, the Board of Education approved the appointment of the Principals and Athletic Directors of Carter, Eisenhower, and Rialto High Schools as site-level representatives of the California Interscholastic Federation (CIF), in accordance with Board Policy 6145.2 Athletic Competition.

Furthermore, Board Policy 6145.2 states that any district school that participates in the CIF shall conduct its athletic activities in accordance with CIF bylaws and rules and any applicable district policy and regulation. This policy also states that the designated representatives shall vote on issues that impact interscholastic athletics at the league and section levels, and perform any other duties required by the CIF league.

**REASONING:**

Education Code section 17604 notes that the governing board may delegate authority to specified staff to enter into agreements. Authorizing Principals and Athletic Directors from the high schools to sign CIF contracts for athletic contests will streamline the process and ensure athletic teams are scheduled and registered for games and tournaments.

**RECOMMENDATION:**

Approve the signature authorization of the Principals and Athletic Directors of Carter, Eisenhower, and Rialto High Schools to sign California Interscholastic Federation (CIF) contracts to arrange non-league and tournament interscholastic athletic contests, effective for the 24-25 school year, until revoked.

**SUBMITTED/REVIEWED BY:** Diane Romo



**Board of Education Agenda  
August 14, 2024**

**APPROVE AN AGREEMENT WITH IXL LEARNING - RIALTO HIGH SCHOOL**

**BACKGROUND:**

In 2007, IXL was introduced as a groundbreaking platform and curriculum for K–12 math education. IXL provides districts, schools, and teachers with all the necessary tools to have a positive impact on every student's learning. The platform offers an easy-to-use interface, comprehensive curriculum and instructional resources, actionable analytics, and a state-of-the-art assessment suite. IXL covers math, language arts, science, social studies, and Spanish. IXL is being used by 14 million students, 1 million teachers, and families globally. It is continuously evolving and adding new features. Trusted by schools in all of the top 100 U.S. school districts and used by over 15 million students, IXL has been proven to accelerate learning. Studies have shown that IXL schools consistently outperform non-IXL schools, ranking as much as 18 percentile points higher on state assessments.

**REASONING:**

This program is congruent with our Student Plan for Student Achievement (SPSA) helping teachers use data to determine a focus, define that focus, and implement action steps to meet that Claim, Evidence, and Reasoning (CER). Goal 1 aims to provide students access to activities and events to expand their understanding of literacy content. For Strategy/Activity 2a, we plan to offer MTSS Tier III intervention students supplemental instructional materials, programs, and experience to gain access to the common core.

**RECOMMENDATION:**

To provide instructional resources for 250 math intervention support students at Rialto High School, effective August 29, 2024 through June 30, 2025, at a cost not-to-exceed \$5,308.00, and to be paid from the General Fund (Title I).

**SUBMITTED/REVIEWED BY:** Caroline Sweeney, Ed.D./Patricia Chavez, Ed.D.



**Board of Education Agenda  
August 28, 2024**

**CLASSIFIED EXEMPT – PERSONNEL REPORT NO. 1323**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**CROSSING GUARDS**

Ortiz, Stephanie	Bemis Elementary School	08/01/2024	\$16.00 per hour
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**SUBSTITUTE CROSSING GUARDS**

Couret, Olivia		08/21/2024	\$16.00 per hour
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**WORKABILITY – Returning Students**

Luahiwa, Kealani	Old Navy	08/13/2024	\$16.00 per hour
Montano, Martin	Old Navy	08/13/2024	\$16.00 per hour
Quirarte, Joseph	Grocery Outlet	08/13/2024	\$16.00 per hour
Sotelo, Jennifer	Old Navy	08/13/2024	\$16.00 per hour

**NON-CERTIFICATED COACHES**

A search of the certificated staff of the Rialto Unified School District has failed to fulfill the District’s coaching needs. Pursuant to the Title 5 California Code of Regulations, Section 5531, this is to certify that the following non-certificated coaches employed by the Rialto Unified School District are competent in first aid and emergency procedures as related to coaching techniques in the sports to which they are assigned:

Eisenhower High School

Caldwell, Torrey	Varsity Asst., Football	2024/2025	\$5,506.00
Caldwell, Torrey	JV Head, Boys’ Track & Field	2024/2025	\$4,761.00
Fortune, Daniel	Frosh Assistant, Football	2024/2025	\$5,162.00
Guerrero, Victor	Varsity Assistant, Football	2024/2025	\$5,506.00
Ireland, Bernard	Varsity Head, Girls’ Basketball	2024/2025	\$6,137.00
Ireland, Bernard	Frosh Head, Boys’ Track	2024/2025	\$4,761.00
Lindo Jr., Steven	JV Head, Boys’ Wrestling	2024/2025	\$5,047.00
Melesio, Tomas	JV Head, Boys’ Soccer	2024/2025	\$4,589.00
Peterson, Michael	Varsity Head, Girls’ Soccer	2024/2025	\$5,506.00
Roman, Herminio	Varsity Head, Boys’ Soccer	2024/2025	\$5,506.00
Shaheed, Omar	JV Assistant, Football	2024/2025	\$5,162.00
Shaheed, Omar	Varsity Head, Boys’ Track & Field	2024/2025	\$5,793.00
Varnier, Alex	Frosh Head, Girls’ Basketball	2024/2025	\$5,047.00
Ventura, Angel	Frosh Head, Girls’ Soccer	2024/2025	\$4,589.00

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda  
August 28, 2024**

**CLASSIFIED EMPLOYEES – PERSONNEL REPORT NO. 1323**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**PROMOTIONS**

Aguayo, Alba (Repl. N. Ibrahim)	To: Career Center Technician Eisenhower High School	08/21/2024	34-3	\$27.66 per hour (8 hours, 217 days)
	From: Clerk Typist II Eisenhower High School		31-3	\$25.66 per hour (8 hours, 217 days)
Loza Cortes, Omar (Repl. C. Weaver)	To: Sprinkler Systems Maintenance Worker Maintenance & Operations	08/20/2024	38-1	\$27.70 per hour (8 hours, 12 months)
	From: Grounds Maintenance Worker I Maintenance & Operations		32-3	\$26.31 per hour (8 hours, 12 months)
Torres, Allen (Repl. L. Carrillo)	To: Lead Custodian (Nights) Maintenance & Operations	08/16/2024	1-2	\$34.05 per hour (8 hours, 225 Days)
	From: Custodian II Frisbie Middle School		34-6	\$32.02 per hour (8 hours, 12 months)

**EMPLOYMENT**

Acosta, Antonio	Bus Driver Transportation	08/09/2024	34-1	\$25.06 per hour (4 hours, 203 days)
Gonzalez, Lydia (Repl. M. Venegas)	Nutrition Service Worker I Eisenhower High School	08/09/2024	20-1	\$17.61 per hour (2 hours, 203 days)
Lopez Flores, Nancy (Repl. B. Belcher)	Nutrition Service Worker I Rialto Middle School	08/14/2024	20-1	\$17.61 per hour (2 hours, 203 days)
Marte, Nichole (Repl. S. Robledo)	Nutrition Service Worker I Carter High School	08/14/2024	20-1	\$17.61 per hour (3 hours, 203 days)
Poole, Marcus (Repl. K. Ward)	Custodian I** Kucera Middle School	08/09/2024	33-1	\$24.44 per hour (8 hours, 12 months)
Rodriguez Vasquez, Dalila (Repl. L. Ugarte)	Nutrition Service Worker I Central Kitchen	08/08/2024	20-1	\$17.61 per hour (2 hours, 203 days)

## **RESIGNATIONS**

Hernandez, Valerie	Nutrition Service Worker I Nutrition Services	06/04/2024
Lee, Peggy	Nutrition Service Worker I Nutrition Services	09/11/2024
Valdez Carrera, Monica	Nutrition Service Worker I Nutrition Services	08/16/2024
Zamora-Erickson, Ashantee	Career Center Technician Carter High School	08/29/2024

## **RETIREMENT**

Elias, Alfred	Sprinkler Systems Maintenance Worker Maintenance & Operations	10/25/2024
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## **ADMINISTRATIVE APPOINTMENT**

Saenz Jr., Steven	Child Nutrition Culinary Connoisseur Nutrition Services	08/13/2024	4-1	\$41.83 per hour (8 hours, 225 days)
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## **SUBSTITUTES**

Alejandre, Monica	Clerk Typist I	08/21/2024	\$20.28 per hour
Fisher, Annalina	Instructional Assistant II-SE (RSP/SDC)	08/12/2024	\$18.81 per hour
Galindo, Michael	Grounds Maintenance Worker I	08/14/2024	\$21.87 per hour
Gonzales, Jacob	Nutrition Service Worker I	08/14/2024	\$16.15 per hour
Leiva, Irene	Instructional Assistant II-SE (RSP/SDC)	08/08/2024	\$18.81 per hour
Sanchez, Roberto	Instructional Assistant II-SE (RSP/SDC)	08/19/2024	\$18.81 per hour
Sequeira, Nelson	Instructional Assistant III-SE (SED/MH/AUTISM)	08/09/2024	\$20.28 per hour
Valadez IV, Richard	Custodian I	08/13/2024	\$21.87 per hour

## **CERTIFICATION OF ELIGIBILITY LIST – Custodian I**

**Eligible:** 08/29/2024  
**Expires:** 02/28/2025

## **CERTIFICATION OF ELIGIBILITY LIST – Payroll Technician**

**Eligible:** 08/29/2024  
**Expires:** 02/28/2025

**CERTIFICATION OF ELIGIBILITY LIST – School Secretary**

**Eligible:** 08/29/2024

**Expires:** 02/28/2025

\*\*Position reflects the equivalent to a one-Range increase for night differential

\*\*\* Position reflects a \$50.00 monthly stipend for Confidential position

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**Board of Education Agenda  
August 28, 2024**

**CERTIFICATED EMPLOYEES – PERSONNEL REPORT NO. 1323**

**BACKGROUND/CRIMINAL HISTORY CHECKS HAVE BEEN COMPLETED, AS PER LAW, ON ALL INDIVIDUALS RECOMMENDED FOR EMPLOYMENT.**

**SUBSTITUTES** (To be used as needed at the appropriate rate per day, effective August 29, 2024, unless earlier date is indicated)

Ahmed, Roshanak	08/19/2024
Baker, Michelle	08/13/2024
Coney, Amanda	08/12/2024
Hernandez, Melissa	08/16/2024
Manns, Kortney	08/15/2024
Marias, Sarai	08/16/2024
Montenegro, Alejandro	08/12/2024
Verduzco, Lizbeth	08/14/2024

**EMPLOYMENT**

Alcaraz, Michelle	Elementary Teacher Curtis Elementary School	08/21/2024	I-1	\$66,984.00	(184 days)
Chou, Kevin	Secondary Teacher Carter High School	08/20/2024	IV-1	\$77,542.00	(184 days)
Garcia, Julie	Special Education Teacher Frisbie Middle School	08/01/2024	I-1	\$66,984.00	(184 days)
McIntosh, Latanya	Elementary Teacher Garcia Elementary School	08/19/2024	II-1	\$70,334.00	(184 days)

**RESIGNATION**

Sandoval, Caroline	Special Education Teacher Eisenhower High School	08/14/2024
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**RETIREMENT**

Davis, Carolyn	Special Education Teacher Milor High School	08/09/2024
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**EXTRA DUTY COMPENSATION** (Ratify certificated teachers at Kordyak Elementary School to participate in instructional leadership meetings, from July 15, 2024 through July 31, 2024, at the hourly rate of \$55.52, not to exceed 44 total hours, to be charged to Title I Funds)

Camacho, Evelyn  
Gapuzan, Sandra  
Sackman, Shannon  
Torres, Carlos

Clark, Amanda  
Monson, Bernadette  
Shewmake, Wendy  
Valle, Cecilia

Echard, Sarah  
Phelps, Andrea  
To, Nanette  
Wallace, La Toya

**EXTRA DUTY COMPENSATION** (Ratify certificated teachers at Kordyak Elementary School to participate in monthly instructional leadership meetings, from August 1, 2024 through May 30, 2025, at the hourly rate of \$55.52, not to exceed 50 total hours, to be charged to Title I Funds)

Camacho, Evelyn  
Monson, Bernadette

Gapuzan, Sandra  
Phelps, Andrea

Hicks, Laurie

**EXTRA DUTY COMPENSATION** (Certificated teachers at Kucera Middle School to participate in eleven instructional leadership meetings during the 2024/2025 school year, at the hourly rate of \$55.52, not to exceed 6 hours each, to be charged to Title I Funds)

Gardner, Rachel

Stubblefield, Jeneen

Trudeau, Miriam

**EXTRA DUTY COMPENSATION** (Ratify certificated teachers at Milor High School to assist administration in the instructional calendar planning process during July 2024, at the hourly rate of \$55.52, not to exceed 8 hours each, to be charged to General Funds)

Davis, Carolyn  
Mowoe, Faith

Lopez, Fabian

Martinez Garcia, Alexa

**EXTRA DUTY COMPENSATION** (Reading Specialists to meet the terms of two settlement agreements to provide intervention services for the 2024/2025 school year, at their per diem rate, not to exceed 160 hours each, to be charged to Special Services Funds)

Felix, Georgi

Rapkine-Miller, Leslie

**EXTRA DUTY COMPENSATION** (Certificated nurses conducting Cardiopulmonary Resuscitation (CPR) and first aid instruction to staff from August 2024 through June 2025, at an hourly rate of \$55.52, not to exceed 90 hours total, to be charged to General Funds)

Hsieh, Hsiaowen

Okorie, Ejere



**EXTRA DUTY COMPENSATION** (Ratify Adult Education teacher to conduct orientation events for Immigrant students, from August 1, 2024 through December 30, 2024, at an hourly rate of \$40.00, not to exceed 50 hours, to be charged to Title III Funds)

Lara, Gustavo

**EXTRA DUTY COMPENSATION** (Ratify certificated teacher to conduct orientation events for Immigrant students, from August 1, 2024 through December 30, 2024, at an hourly rate of \$55.52, not to exceed 50 hours, to be charged to Title III Funds)

Lara, Maria

**SUPPLEMENTAL SERVICES** (Retired teacher to provide intervention during and after school for students at Garcia Elementary School that are below grade level in mathematics and reading, from September 2, 2024 through December 31, 2024, at an hourly rate of \$55.52, not to exceed 210 hours, to be charged to Title I Funds)

Singer, Jeanine

**EXTRA DUTY COMPENSATION** (Approve an additional class assignment at 1/6 of their daily rate or \$55.52, whichever is greater, for the fall semester of the 2024/2025 school year, to be charged to General Funds)

Frisbie Middle School

Adams, Liddy	Social Studies	08/01/2024
Bowman, Mary Ann	English	08/01/2024
Cortez, Moneka	College and Career Prep	08/01/2024
Valadez, Kathryn	Physical Education	08/01/2024

Jehue Middle School

Dahl II, John	Math	08/01/2024
Mitchell, Melissa	Physical Education	08/01/2024
Pierce, Jessica	Math	08/01/2024

Kolb Middle School

Diaz-Saucedo, Veronica	College and Career Prep	08/01/2024
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**EXTRA DUTY COMPENSATION** (Continued)

Kucera Middle School

Granados, Anabel	Social Studies	08/01/2024
Hiett, Amy	Art	08/01/2024
Lowell, Jonathan	Social Studies	08/01/2024
Munoz, Bethany	English	08/01/2024
Sanchez Barraza, Bernohol	AVID	08/01/2024
Sullinger, Melissa	Physical Education	08/01/2024

Rialto Middle School

Brown-Cannon, Tiya	ASB	08/01/2024
Torres, Eduardo	Yearbook	08/01/2024

Carter High School

De La Torre Jr., Jorge	Sports P.E.	08/01/2024
Martinez, Daniel	Physics	08/01/2024
Navarro, Dario	Sports P.E.	08/01/2024

Rialto High School

Snyder, Hally	English	08/01/2024
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**CERTIFICATED COACHES**

Eisenhower High School

Calderon, Sebastian	Varsity Head, Girls' Track & Field	2024/2025	\$5,793.00
Jackson, Eric	Varsity Asst., Boys' Basketball	2024/2025	\$4,474.00
Pagkaliwangan, Teddy	Varsity Head, Boys' Wrestling	2024/2025	\$6,137.00

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga



**MINUTES**

**RIALTO UNIFIED SCHOOL DISTRICT**

**August 14, 2024**

**Dr. John R. Kazalunas Education Center  
182 East Walnut Avenue  
Rialto, California**

**Board Members**

**Present:** Joseph W. Martinez, President  
Edgar Montes, Vice President  
Evelyn P. Dominguez, LVN, Clerk  
Dr. Stephanie E. Lewis, Member

**Board Members  
Absent:** Nancy G. O'Kelley, Member

**Administrators**

**Present:** Edward D'Souza, Ph.D., Acting Superintendent  
Rhea McIver Gibbs, Ed.D., Lead Strategic Agent  
Patricia Chavez, Lead Innovation Agent  
Diane Romo, Lead Business Services Agent  
Rhonda Kramer, Lead Personnel Agent  
Also present was Martha Degortari, Executive  
Administrative Agent, and Jose Reyes,  
Interpreter/Translator

**A. OPENING**

**A.1 CALL TO ORDER 6:00 p.m.**

The meeting was called to order at 6:00 p.m.

**A.2 OPEN SESSION**

**A.3 CLOSED SESSION**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

As provided by law, the following are the items for discussion and consideration at the Closed Session of the Board Meeting:

- **PUBLIC EMPLOYEE EMPLOYMENT / DISCIPLINE / DISMISSAL / RELEASE / REASSIGNMENT OF EMPLOYEES (GOVERNMENT CODE SECTION 54957)**
- **STUDENT EXPULSIONS / REINSTATEMENTS / EXPULSION ENROLLMENTS**
- **CONFERENCE WITH LABOR NEGOTIATORS**

Agency designated representatives: Edward D'Souza, Ph.D., Acting Superintendent; Lead Personnel Agents: Rhonda Kramer, Roxanne Dominguez, and Armando Urteaga, Personnel Services.

Employee organizations: California School Employees Association, Chapter 203 (CSEA), Rialto Education Association (REA), Communications Workers of America (CWA)

- **PURSUANT TO GOVERNMENT CODE SECTION 54956.9(d) and/or (d)(3). CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE LITIGATION - Number of Potential Claims: 1**

**COMMENTS ON CLOSED SESSION AGENDA ITEMS**

Any person wishing to speak on any item on the Closed Session Agenda will be granted three minutes.

**None.**

**Member O'Kelley was absent. Vote by Board Members to move into Closed Session:**

Time: 6:02 p.m.

**Approved by a Unanimous Vote**

**A.4 ADJOURNMENT OF CLOSED SESSION**

**Moved By** Member Dr. Lewis

**Seconded By** Vice President Montes

**Member O'Kelley was absent. Vote by Board Members to adjourn Closed Session:**

Time: 7:02 p.m.

**Approved by a Unanimous 4 to 0 Vote**

**A.5 OPEN SESSION RECONVENED - 7:00 p.m.**

Open Session reconvened at 7:02 p.m.

**A.6 PLEDGE OF ALLEGIANCE**

Fletcher Lang, Safety Intervention Officer, led the pledge of allegiance.

**A.7 REPORT OUT OF CLOSED SESSION**

**Moved By** Member Dr. Lewis

**Seconded By** Vice President Montes

The Board of Education accepted the request for an unpaid leave of absence for classified employee #2687334, from August 1, 2024, through December 31, 2024.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**Moved By** Vice President Montes

**Seconded By** President Martinez

The Board of Education accepted the administrative appointment of Becki Modereger, Academic Agent, Special Services.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

The Board of Education accepted the administrative appointment of Danya Sanders-Hester, Agent: Early Education.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**A.8 ADOPTION OF AGENDA**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

**Member O'Kelley was absent. Vote by Board Members to adopt the agenda:**

**Approved by a Unanimous 4 to 0 Vote**

**B. PRESENTATIONS - None**

**C. COMMENTS**

**C.1 PUBLIC COMMENTS ON AGENDA ITEMS**

Any person wishing to speak on any item on the Agenda will be granted three minutes.

**Jesse Langer, District Financial Advisory of California Financial Services**, spoke on Item F-15, Resolution 24-25-06, Authorizing the Execution and Delivery of Rialto USD Certificates of Participation (2024 Kitchen and Meeting Facilities Financing). He also spoke of the School Facilities Corporation Special Meeting and shared the need for the project. He answered some of the questions posed by the Board regarding reasons for the need for a School Facilities Corporation.

**D. PUBLIC HEARING – None**

**E. CONSENT CALENDAR ITEMS**

All items on the Consent Calendar will be acted upon in one motion unless pulled by Board of Education members or the Superintendent for individual action.

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members to approve Consent Calendar Items:**

**Approved by a Unanimous 4 to 0 Vote**

**E.1 GENERAL FUNCTIONS CONSENT ITEMS**

**E.1.1 APPROVE THE FIRST READING OF REVISED BOARD POLICY 5131.7; WEAPONS AND DANGEROUS INSTRUMENTS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.1.2 APPROVE THE FIRST READING OF BOARD POLICY 3515.2; DISRUPTIONS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.1.3 APPROVE THE FIRST READING OF REVISED BOARD POLICY 1313; CIVILITY**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**



**E.1.4 APPROVE THE FIRST READING OF REVISED BOARD POLICY 1260; EDUCATIONAL FOUNDATION**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.1.5 APPROVE THE FIRST READING OF REVISED BOARD POLICY 1160; POLITICAL PROCESSES**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.2 INSTRUCTION CONSENT ITEMS**

**E.2.1 APPROVE A RENEWAL AGREEMENT WITH EMERALD BAY OUTDOOR ACADEMY**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Approve up to twenty (20) Hydro-Science students (10 boys and 10 girls) and up to three (3) chaperones (1 female and 2 male) to attend the Emerald Bay Outdoor Academy on Santa Catalina Island, California, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$7,000.00, and to be paid from the General Fund (CTEIG).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

### **E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

#### **E.3.1 APPROVE THE WARRANT LISTING AND PURCHASE ORDER LISTING**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

All funds from June 18, 2024 through July 24, 2024, (Sent under separate cover to Board Members). A copy for public review will be available on the District's website.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

#### **E.3.2 DONATIONS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Accept the listed donations from SchoolsFirst Federal Credit Union; and Amazon, and that a letter of appreciation be sent to the donor.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

#### **E.3.3 APPROVAL AND RATIFICATION OF SURPLUS EQUIPMENT AND MISCELLANEOUS ITEMS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Declare the specified surplus equipment and miscellaneous items as obsolete and not serviceable for school use and authorize the Superintendent/designee to sell or dispose of these items as specified in the Education Code Sections 17545 and 17546.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.4 RATIFY AN AGREEMENT WITH EDUPOINT EDUCATIONAL SYSTEMS, LLC**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Modify the Elementary Exceptional Grading Practices Report Card in Synergy for the 2024-25 school year, effective July 3, 2024, through August 3, 2024, at a cost not-to-exceed \$14,250.00 and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.5 RATIFY THE AFFILIATION AGREEMENT WITH CLAREMONT GRADUATE UNIVERSITY**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Assist current and future educators in completing state requirements for credentialing from August 1, 2024 through July 31, 2027.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.6 RATIFY AN AMENDMENT TO THE AGREEMENT WITH DR. ROBIN MORRIS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

For Independent Education Evaluations (IEEs) requested by parents when they disagree with assessments, and increase the agreement at a cost of \$12,000.00 for a total cost of \$24,000.00, effective April 11, 2024 through June 30, 2024, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.7 APPROVE AMENDMENT NO. 2 TO THE AGREEMENT WITH EIDE BAILLY, LLP TO CONDUCT A PERFORMANCE AUDIT OF THE FULL-DAY KINDERGARTEN FACILITIES GRANT PROGRAM**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Extend the term of the agreement from June 30, 2024, to June 30, 2025, to conclude the required performance audit of the Full-Day Kindergarten Facilities Grant Program at no additional cost to the District.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.8 RATIFY AN AMENDMENT TO THE AGREEMENT WITH PROFESSIONAL TUTORS OF AMERICA**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Increase the agreement at a cost of \$5,720.00 through June 30, 2024, for a total cost not-to-exceed \$45,720.00, and to be paid from the General Fund. All other terms and conditions remain the same.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.9 APPROVE A RENEWAL AGREEMENT WITH NEUHAUS EDUCATION CENTER**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide professional learning in the area of foundational reading to Reading Specialists, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$43,040.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.10 APPROVE A RENEWAL AGREEMENT WITH LEXIA VOYAGER SOPRIS INC.**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide the Language!Live curriculum to use for ELA intervention at all middle schools, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$25,726.06 and to be paid from the General Fund (Title IV).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.11 APPROVE A RENEWAL AGREEMENT WITH LAKESHORE LEARNING**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Purchase 315 student license subscriptions for Rialto Unified School District students, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$28,035.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.12 APPROVE A RENEWAL AGREEMENT WITH CORWIN - WERNER ELEMENTARY SCHOOL**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide three (3) days of on-site professional development for first through third grade teachers at Werner Elementary, effective August 15, 2024 through June 30, 2025, at a cost not to exceed \$22,500.00, and to be paid from the General Fund (CSI).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.13 APPROVE A RENEWAL AGREEMENT WITH NAVIGATE 360**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide a reward, track, redeem process and data to help support our PBIS Rewards school culture at Boyd, Casey, Garcia, Kelley, Kordyak, Morris, Myers, Preston Elementary Schools, and Frisbie Middle School, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$25,327.40, and to be paid from the General Fund (Title I).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.14 APPROVE A RENEWAL AGREEMENT WITH SAC HEALTH**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide health services for Rialto Unified School District students, effective August 15, 2024 through June 30, 2025, at no cost to the District.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.16 APPROVE A RENEWAL AGREEMENT WITH KEYSTONE INDUSTRIAL MEDICINE**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide a certified medical person at football home games for all three high schools during the 2024-25 regular season and playoffs, effective August 15, 2024, through December 31, 2024, at a cost not-to-exceed \$6,930.00 and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.17 APPROVE A MEMORANDUM OF UNDERSTANDING (MOU) WITH SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS (SBCSS) PRE-APPRENTICESHIP SPONSORSHIP**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Allow the District to fulfill its responsibilities under the MOU in accordance with the provisions of law and regulations that govern their activities, effective August 15, 2024 through June 30, 2026, at no cost to the District.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.18 APPROVE AGREEMENT NO. 24/25-0111 WITH SAN BERNARDINO COUNTY SUPERINTENDENT OF SCHOOLS (SBCSS) FOR CLASSROOM LEASE AND MAINTENANCE OF SPECIAL EDUCATION CLASSROOMS**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Approve Agreement No. 24/25-0111 with the San Bernardino County Superintendent of Schools (SBCSS) for the maintenance of eleven (11) SBCSS special education classrooms, as well as District use of eight (8) county classrooms owned by SBCSS at no cost to the District from July 1, 2024 through June 30, 2025. The San Bernardino County Superintendent of Schools shall pay the District \$4,235.64 per classroom occupied by SBCSS and maintained by the District. Total amount paid to the District under this contract shall not exceed \$46,592.04.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.19 APPROVE AN AGREEMENT WITH LOMA LINDA UNIVERSITY**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Approve the Contract for Educational and Instructional Programs with Loma Linda University for mentoring opportunities to assist current and future student Speech-Language Pathology Assistants and Occupational Therapists in their specialized field from October 1, 2024 through September 30, 2029 at no cost to the District.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.20 APPROVE AN AGREEMENT WITH BUCK INSTITUTE - WERNER ELEMENTARY SCHOOL**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide three (3) days of professional development and access to an online component of the program for all fourth and fifth grade teachers, Instructional Strategists, and Reading Specialists at Werner Elementary, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$19,000.00, and to be paid from the General Fund (CSI).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.21 APPROVE AN AGREEMENT WITH CAL CARD**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Approve an additional CAL-Card to be issued to the Acting Superintendent Edward D'Souza, Ph.D.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**



**E.3.22 APPROVE AN AGREEMENT WITH CO-CREATORS INC**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Audit and provide comprehensive reports of new playground structures, effective August 15, 2024, through June 30, 2025, at a cost not-to-exceed \$17,400.00, and to be paid from the General Fund (Routine Repair Maintenance Account).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.23 APPROVE AN AGREEMENT WITH ROOTS OF SUCCESS ENVIRONMENTAL LITERACY AND JOB TRAINING PROGRAM**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Pre-Apprenticeship program for up to 100 Career Technical Education students at Milor High School, effective August 15, 2024 through June 30, 2026, at a cost not to exceed \$35,000.00, and to be paid from the General Fund (CTEIG).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.24 APPROVE AN AGREEMENT WITH THE MANHOOD PROJECT - MILOR HIGH SCHOOL**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide Social Emotional Learning support by facilitating a 2-day youth conference for all male students at Milor High School, effective August 29, 2024 through September 30, 2024, at a cost not-to-exceed \$20,000.00, and to be paid from the General Fund (CSI).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.25 APPROVE AN AGREEMENT WITH LEAPS & BOUNDS  
PEDIATRIC THERAPY**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide services during the 2024-2025 school year, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$30,000.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.26 APPROVE AN AGREEMENT WITH ENVOLVE - RIALTO HIGH  
SCHOOL**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Provide an on-campus training on September 5, 2024 and online support Rialto High School's ASB Leadership students, effective August 29, 2024 through May 29, 2025, at a cost not-to-exceed \$3,250.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.27 APPROVE AN AGREEMENT WITH SKILL STRUCK**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Expand service into Eisenhower High School computer science curriculum for the next two years, effective August 15, 2024 through June 30, 2026, at a cost not-to-exceed \$34,000.00, and to be paid from the General Fund (CTEIG).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.3.28 APPROVE THE AGREEMENT WITH VARIOUS VENDORS FOR THE 2024-25 FISCAL YEAR**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Approve the frequently used vendors and cost structures for the 2024-25 school year.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.4 FACILITIES PLANNING CONSENT ITEMS**

**E.4.1 NOTICE OF COMPLETION – J&A ENGINEERING CORP. DBA J&A FENCE**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Accept the work completed June 30, 2024, by J&A Engineering Corp. dba J&A Fence, for the project at Wilmer Amina Carter High School Campus Security Fence, and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.5 PERSONNEL SERVICES CONSENT ITEMS**

**E.5.1 APPROVE PERSONNEL REPORT NO. 1322 FOR CLASSIFIED AND CERTIFICATED EMPLOYEES**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.5.2 ADOPT RESOLUTION NO. 24-25-05 - PROVISIONAL INTERNSHIP PERMIT**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Authorize the Lead Personnel Agent, Personnel Services, to assign various teachers who are enrolled in a credential program, but have not yet completed the requirements to enter an internship program.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.5.3 ADOPT RESOLUTION NO. 24-25-08 - ENGLISH LEARNER AUTHORIZATION WAIVER**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Authorize the Lead Personnel Agent, Personnel Services, to employ or assign identified individuals additional time to complete the requirements for the credential that authorizes the service or to provide employing agencies time to fill the assignment with an individual who either holds an appropriate credential or qualifies under one of the available assignment options. This includes waivers to employ or assign identified individuals when the employing agency finds there is an insufficient number of certificated persons who meet the specified employment criteria for the position.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.5.4 ADOPT RESOLUTION NO. 24-25-09 - EC 44263 DEPARTMENTALIZED**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

Pursuant to Education Code Section 44263, for the 2024/2025 school year, authorize the Lead Personnel Agent, Personnel Services, to assign various teachers at the secondary level, with their

consent, to teach any subject in departmentalized classes if the teachers have completed 18 semester units, or 9 upper semester units, in the subject to be taught.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.6 MINUTES**

**E.6.1 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD JUNE 26, 2024**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E.6.2 APPROVE THE MINUTES OF THE REGULAR BOARD OF EDUCATION MEETING HELD JULY 10, 2024**

**Moved By** Vice President Montes

**Seconded By** Member Dr. Lewis

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**E. CONSENT CALENDAR ITEMS**

**E.3 BUSINESS AND FINANCIAL CONSENT ITEMS**

**E.3.15 APPROVE A RENEWAL AGREEMENT WITH CARE SOLACE**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Provide 24-hour mental health care coordination services for students and their families, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$44,000.00, and to be paid from the General Fund (ESSER III).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F. DISCUSSION/ACTION ITEMS**

**F.1 AUTHORIZE THE PURCHASE, WARRANTY, AND INSTALLATION OF HARDWARE, HARDWARE MAINTENANCE, AND SOFTWARE FROM CONVERGEONE, INC. UTILIZING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) NUMBER 3-24-07-1005**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve the use of California Multiple Award Schedule (CMAS) Number 3-24-07-1005 from ConvergeOne, Inc. at a cost to be determined at the time of purchase and to be paid using various funds.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.2 APPROVE CHANGE ORDER NO. 2 FOR RDM ELECTRICAL CO., INC. FOR THE TWO (2) TWO-STORY CLASSROOM BUILDINGS PROJECT AT EISENHOWER HIGH SCHOOL**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve Change Order No. 2 for RDM Electrical Co., Inc. in the amount of \$107,490.00 for a revised contract amount of \$6,303,293.00, for the Two (2) Two-Story Classroom Buildings Project at Eisenhower High School, and to be paid from Fund 21 – Building Fund and Fund 25 – Capital Facilities Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.3 APPROVE CHANGE ORDER NO. 1 FOR PERFECTION GLASS, INC. FOR THE TWO (2) TWO-STORY CLASSROOM BUILDINGS PROJECT AT EISENHOWER HIGH SCHOOL**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve Change Order No. 1 for Perfection Glass, Inc. in the amount of \$116,085.00 for a revised contract amount of \$2,059,085.00, for the Two (2) Two-Story Classroom Buildings Project at Eisenhower High School, and to be paid from Fund 21 – General Obligation (G.O.) Bond and Fund 25 – Capital Facilities Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.4 APPROVE DEDUCTIVE CHANGE ORDER NO. 1 FOR HAMEL CONCRETE, INC., FOR THE TWO (2) TWO-STORY CLASSROOM BUILDINGS PROJECT AT EISENHOWER HIGH SCHOOL**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve Deductive Change Order No. 1 for Hamel Concrete Inc., in the amount of \$167,668.24, and revise the contract amount from \$2,037,983.00 to \$1,870,314.76 for the Two (2) Two-Story Classroom Buildings Project at Eisenhower High School.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.5 APPROVE CHANGE ORDERS AND FILE A NOTICE OF COMPLETION FOR TERRA PAVE INC**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve Change Orders for Terra Pave Inc., No. 1 in the amount of \$23,350.00, Change Order No. 2 in the amount of \$9,716.00, and revise the awarded contract amount from \$1,512,000.00 to \$1,545,066.00 to be paid from the General Fund (Routine Repair Maintenance Account). Accept the

work completed on June 17, 2024, by Terra Pave Inc. for the District Office and Enrollment Center Asphalt Project and authorize District staff to file a Notice of Completion with the San Bernardino County Recorder.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.6 RATIFY THE APPROVAL FOR THE PURCHASE OF STUDENT CHROMEBOOK DEVICES USING CALIFORNIA MULTIPLE AWARD SCHEDULE (CMAS) 3-24-07-1005 AWARDED TO CONVERGEONE, INC.**

**Moved By** Clerk Dominguez

**Seconded By** Member Dr. Lewis

This item is at a cost of \$433,613.94 and to be paid from the General Fund (ELOP).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.7 RATIFY AN AGREEMENT WITH PRACTI-CAL MEDI-CAL LOCAL EDUCATION AGENCY BILLING OPTION PROGRAM**

**Moved By** Clerk Dominguez

**Seconded By** Member Dr. Lewis

Provide Medi-Cal billing support, effective July 1, 2024 through June 30, 2025, at a cost not-to-exceed \$212,653.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**



**F.8 APPROVE THE AMENDMENT TO THE AGREEMENT WITH THINK TOGETHER INC.**

**Moved By** Clerk Dominguez

**Seconded By** Vice President Montes

Approve the grant award increase of the original agreement to provide After School and Enrichment for Teens (ASSETS) for Eisenhower High School from \$237,500.00 with an additional amount of \$60,000.00, effective August 15, 2024 through December 31, 2024, for a total grant award of \$297,500.00.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.9 APPROVE A RENEWAL AGREEMENT WITH EXPLORE LEARNING GIZMOS**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Provide Explore Learning Gizmos for all students in grades 6-12 for virtual labs, effective August 15, 2024 through June 30, 2027, at a cost not-to-exceed \$116,300.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.10 APPROVE A RENEWAL AGREEMENT WITH SCHOLASTIC**

**Moved By** Clerk Dominguez

**Seconded By** Member Dr. Lewis

Provide Literacy Pro for all elementary schools, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$71,918.00, and to be paid from the General Fund (Title IV).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.11 APPROVE A RENEWAL AGREEMENT WITH N2Y, LLC**

**Moved By** Clerk Dominguez

**Seconded By** Vice President Montes

Provide curriculum licenses and professional development training, effective August 15, 2024 through June 30, 2027, at a cost not-to-exceed \$259,040.83, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.12 APPROVE A RENEWAL AGREEMENT WITH MCGRAW HILL LLC - ACHIEVE 3000 - RIALTO HIGH SCHOOL**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Provide support for Rialto High School students for the 2024-2025 school year, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$91,090.85, and to be paid from the General Fund (Title I).

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.13 APPROVE A RENEWAL AGREEMENT WITH SUSANNE SMITH ROLEY, OTD, OTR/L, FAOTA**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Complete services in the 2024-2025 school year, effective August 15, 2024 through June 30, 2025, at a cost not-to-exceed \$72,000.00, and to be paid from the General Fund.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.14 APPROVE THE READING AND LITERACY AUTHORIZATION PROGRAM**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Approve to pay the registration fee for 65 teachers to enroll in the Reading and Literacy Authorization program provided by the University of Southern California (USC), from September 3, 2024 through June 30, 2025, at a cost of \$5,000.00 per participant including textbooks; not to exceed \$325,000.00, and to be paid from the General Fund (ESSER) and Reading and Literacy Added Authorization (RLAA) Grant Funds.

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.15 ADOPT RESOLUTION NO. 24-25-06 AUTHORIZING THE EXECUTION AND DELIVERY OF RIALTO UNIFIED SCHOOL DISTRICT CERTIFICATES OF PARTICIPATION (2024 KITCHEN AND MEETING FACILITIES FINANCING)**

**Moved By** Clerk Dominguez

**Seconded By** Vice President Montes

Authorize the execution and delivery of such certificates evidencing principal in an aggregate amount of not to exceed \$55,000,000, authorizing the distribution of a preliminary official statement and an official statement in connection therewith and authorizing the execution of necessary documents and certificates and related actions.

**Member O'Kelley was absent. Vote by Board Members:**

**(Ayes) President Martinez, Vice President Montes, Clerk Dominguez**

**(Abstain) Member Lewis**

**Approved by a Unanimous 4 to 0 Vote**

**F.16 APPROVE AN AMENDMENT TO THE EMPLOYMENT AGREEMENT OF ACTING SUPERINTENDENT, EDWARD D'SOUZA, PH.D.**

**Moved By** Vice President Montes

**Seconded By** Clerk Dominguez

Approve an amendment to the salary increase for Acting Superintendent, Edward D'Souza, Ph.D., to correct an error in the salary information that was reported out at the July 10, 2024, board meeting. Prior to voting on this item, consistent with Government Code section 54953, the Board President will orally report a summary of his salary/compensation provided under the contract.

*Pursuant to Government Code 54953(c)(3), prior to taking final action, the Board must orally report a summary of a recommendation for action on the salary or compensation paid in the form of fringe benefits of a local agency executive before discussion and vote. The proposed recommendation is to approve a salary increase of 1.07% July 1, 2024, for the Acting Superintendent as stipulated in his contract.*

*The Acting Superintendent's base salary shall be THREEHUNDRED THREE THOUSAND, TWOHUNDRED TENDOLLARS AND ZERO CENTS (\$303,210) per year, plus FIFTEEN THOUSAND, ONE HUNDRED SIXTY-ONEDOLLARS AND ZERO CENTS (\$15,161.00) for his doctorate stipend, TWELVE THOUSAND, FIVEHUNDRED TWELVE DOLLARDS AND ZERO CENTS(\$12,512.00) for longevity. All other terms and conditions of the Contract for Employment, including those related to fringe benefits, are unchanged.*

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**F.17 REINSTATEMENTS**

**Moved By** Member Dr. Lewis

**Seconded By** Clerk Dominguez

Case Numbers:  
23-24-29

22-23-44  
22-23-14

**Member O'Kelley was absent. Vote by Board Members:**

**Approved by a Unanimous 4 to 0 Vote**

**Moved By** Vice President Montes

**Seconded By** Clerk Dominguez

Case Numbers:

23-24-30  
23-24-27  
23-24-10

**Member O'Kelley was absent. Vote by Board Members:**

**(Ayes) Vice President Montes, Clerk Dominguez, Member Lewis**

**(Noes) President Martinez**

**Majority Vote**

**G. OTHER COMMENTS**

**G.1 PUBLIC COMMENTS NOT ON THE AGENDA**

At this time, any person wishing to speak on any item **not on** the Agenda will be granted three minutes.

**Sandy Trujillo Langon, a Kucera Middle School Parent**, shared that her son's civil rights had been violated and provided the Board with a copy of a written complaint against Principal Jennifer Cuevas.

**Erin Wheatley, TK SEED Teacher at Dollahan Elementary School** requested the Board lower the classroom cap size from 15 to 8 students. She shared some of the challenges with a class of 15 students with more severe needs, such as feeding tubes and other severe issues. She also requested that the District provide a sub-pool of Behavior Support Assistants (BSA), and an MOU to continue the process.

**Celia Saravia, Representing Amigos Unidos, a Support Group for Families with Special Needs Students**, welcomed all students back to school for the 2024-25 school year and wished them much success. She

shared her agreement with comments made by Mrs. Wheatley. She indicated that in order for these concerns to be addressed teachers need the support of the District. She indicated that she is a mom of a special needs son and shared that she becomes stressed with one child and cannot imagine having to support the needs of 15 students. She thanked Dr. D'Souza and Dr. Gibbs for the opportunity to prepare themselves and invited parents to register for the literacy and math classes with USC.

**Frank Montes, a Community Member**, indicated that self-interest and self-preservation have no place in a public office. He reminded the Board of their oath. He summarized his comments about negligence, drunkenness in public events, and mishandling of funds, and said this behavior undermines trust and accountability. He commented on a special education audit that was hidden from the public and said that this community deserves better.

**Steven Figueroa, a Community Member**, began by requesting a copy of the special education audit and shared that he is an advocate for special education. He commented on Board members not drinking if they are to be entrusted with kids. He stated that the District is spending over \$700,000 on two superintendents. He said he is very concerned that certain Board members have utilized their positions to attack others and they are violating the Brown Act when they do not declare their conflicts of interest. He continued by stating that Member Dominguez should resign and the matter should be turned over to the District Attorney.

**Dakira William, Trapp Elementary School Parent**, thanked Business Services for the capital improvements at Trapp. She described some of the improvements, such as the Digital Board, the playground structure, and other safety improvements. She commented that this does a lot for the school.

**Mirna Ruiz, a Community Member**, welcomed everyone back to the new school year and complimented the pictures on the boardroom display. She questioned why there were no pictures included of special education students, and indicated that these students are always left behind. She also compared being unprepared to what parents go through in IEPs with staff not being prepared and parents having to wait. She then suggested using the money that is being spent on two superintendents to get the needed support for special education students. She thanked Dr. Gibbs for the literacy program for parents.

**Tracy Salinas, District Parent**, shared her concern with students who are promoted to the next grade when they are not prepared. She indicated that

it does students a disservice to pass them along when they are not ready. She commented that bullying is also an issue for these students and stated that we need SEL learning for them. She said that regular assessments should not be done at the end of the year and that it is our responsibility to collaborate to bring about a positive change.

**Christine Lynn Haynes, District Parent,** shared her concerns about children who do not have IEPs and are falling through the cracks. She indicated that her daughter has been promoted to 6th grade but is reading at first-grade level, yet she does not qualify for an IEP. She is concerned that if she is not qualified, then she will just be lost. She explained that she gets bullied, and her belongings and lunch money are taken away. She said this has been going on for six years now, and she has gone through two psychiatrists, and they won't help.

**Luvia Nava, District Parent, and Community Member** shared that she has been before the Board in the past to share her experience of not being welcomed as a parent volunteer when visiting some sites. She then shared a quote that is posted at the Parent Institute welcoming you to a safe space. She shared an incident with Mr. Joseph Williams which she said made her feel unwelcomed. She said that last Friday, she went to drop off a volunteer form, and Wendy Gavini welcomed her and was very kind. Mr. Williams then refused to sign the form because it indicated that it was for all schools. She went into detail about how this interaction made her feel and shared her disappointment with his reaction towards her.

**Michael Montano, Rialto High School Teacher,** spoke and praised Safety Officers as more and more has been asked of them. He commented on the redesignation of job titles and how some have jumped up several levels in pay, yet these staff members do not face the same dangers as safety officers do. He suggested this be looked at. He said we promote agency in our District; then the agency is taken away. He mentioned programs being pulled which is a little concerning.

**Edwin Delgado, 5th District Supervisor Baca's Office,** shared **information about** an opportunity program/camp for students, which helps build relationships and develop leadership skills. The program is in its second year. He provided details on where the applications can be found.

## **G.2 COMMENTS FROM ASSOCIATION EXECUTIVE BOARD MEMBERS**

- Rialto Education Association (REA)
- California School Employees Association (CSEA)
- Communications Workers of America (CWA)
- Rialto School Managers Association (RSMA)

**Tobin Brinker Rialto Education Association (REA) President**, started by welcoming everyone back to a new school year. He shared that he was able to attend numerous conferences and was very pleased to be part of the Excellence Conference put on by District staff. He congratulated Dr. Balogun for her work on this conference. He then mentioned that Board members should have received emails expressing concerns over Memorandums of Understanding (MOUs), which are not being renewed. He reiterated the concerns with the TK SEED cap, and mentioned that Kinder teachers also have some concerns. He spoke of the characteristics of kinder from a half-day model to a full-day model. He said that he would like to have prep time for teachers as they did last year.

Mr. Brinker also commented that the salary being spent on two superintendents can be used to hire 10 teachers. He requested for the Board to direct staff and said it was time for us to stand up for our students. He said they will continue to organize for students and are requesting to give staff the same MOUs as last year.

**Chris Cordasco, California School Employees Association (CSEA) Chapter 203 President**, shared that he is excited to report that they will finally vote on their contract. He said that members will vote on the Classification and Compensation this coming Monday, as well as some MOUs that they are working on. He also commented that he is very proud of the pictures displayed in the boardroom of staff and what they represent. He gave kudos to the maintenance staff for starting the school year with no issues.

## **G.3 COMMENTS FROM THE ACTING SUPERINTENDENT**

## **G.4 COMMENTS FROM MEMBERS OF THE BOARD OF EDUCATION**

## **H. ADJOURNMENT**

The next regular meeting of the Board of Education of the Rialto Unified School District will be held on August 28, 2024, at 7:00 p.m. at the Dr. John Kazalunas Education Center, 182 East Walnut Ave, Rialto, California.



Materials distributed or presented to the Board of Education at the Board Meeting are available upon request from the Superintendent's Office.

**Moved By**                      Member Dr. Lewis

**Seconded By**                Clerk Dominguez

**Member O'Kelley was absent. Vote by Board Members to adjourn:**

Time: 8:54 p.m.

**Approved by a Unanimous 4 to 0 Vote**

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Clerk, Board of Education

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Secretary, Board of Education

**MINUTES**  
**RIALTO UNIFIED SCHOOL DISTRICT**  
**SCHOOL FACILITIES CORPORATION**  
**SPECIAL MEETING OF THE BOARD OF DIRECTORS**

**August 14, 2024**

**(Immediately following the regular meeting of the Board of Education)**

**Dr. John R. Kazalunas Education Center**  
**182 E. Walnut Avenue**  
**Rialto, California**

**Members Present:**     **Joseph W. Martinez, President**  
                              **Edgar Montes, Vice President**  
                              **Evelyn P. Dominguez, LVN, Secretary**  
                              **Dr. Stephanie E. Lewis, Member**

**Members Absent**     **Nancy G. O'Kelley, Member**

**Staff Present:**       **Edward D'Souza, Ph.D., Chief Executive Officer**  
                              **Rhea McIver Gibbs, Ed.D., Lead Strategic Agent**  
                              **Patricia Chavez, Lead Innovation Agent**  
                              **Diane Romo, Lead Business Services Agent**  
                              **Rhonda Kramer, Lead Personnel Agent**  
                              **Also present was Martha Degortari, Executive**  
                              **Administrative Agent and Jose Reyes, Interpreter/Translator**

**A.     CALL TO ORDER - \_\_\_\_\_ p.m.**

The meeting was called to order at 9:07 p.m.

**B.     PUBLIC COMMENTS**

**B.1    COMMENTS ON AGENDA ITEMS**

At this time, any person wishing to speak on any item **on** the Closed Session Agenda will be granted three minutes.

None.

**B.2 PUBLIC COMMENTS NOT ON THE AGENDA**

At this time, any person wishing to speak on any item **not on** the Agenda will be granted three minutes.

None.

**C. ADOPTION OF AGENDA**

**Moved By** Member Dr. Lewis

**Seconded By** Secretary Dominguez

**O'Kelley was absent. Vote by Board Members to adopt the agenda:**

**Approved by a Unanimous Vote**

**D. DISCUSSION/ACTION ITEMS**

**D.1 ELECTION/APPOINTMENT OF CORPORATION OFFICERS**

**Moved By** Secretary Dominguez

**Seconded By** Vice President Montes

Elect and appoint the referenced officers of the Corporation:

- President - Joseph W. Martinez
- Vice-President - Edgar Montes
- Secretary - Evelyn P. Dominguez
- Chief Executive Officer - Ed D'Souza, Ph.D.
- Chief Financial Officer - Diane Romo

**Vote by Board of Directors:**

**(Ayes) Martinez, Montes, Dominguez**

**(Abstain) Lewis**

**(Absent) O'Kelley**

**Approved by a Majority Vote**

**D.2 AUTHORIZE ALL CORPORATION FILINGS AND SUBMISSIONS TO BE COMPLETED**

**Moved By** Vice President Montes

**Seconded By** Secretary Dominguez

Authorize District staff and Corporation officers to undertake and complete all necessary filings, submissions and reports for the Corporation. All costs of the Corporation's filings and audit reports are the responsibility of the District at a cost not-to-exceed \$100.00, and to be paid from Fund 40 - Special Reserve for Capital Outlay Fund.

**Vote by Board of Directors:**

**(Ayes) Martinez, Montes, Dominguez**

**(Abstain) Lewis**

**(Absent) O'Kelley**

**Approved by a Majority Vote**

**D.3 ADOPT CORPORATION RESOLUTION NO. 24-25-07 AUTHORIZING THE EXECUTION AND DELIVERY OF RIALTO UNIFIED SCHOOL DISTRICT CERTIFICATES OF PARTICIPATION (2024 KITCHEN AND MEETING FACILITIES FINANCING)**

**Moved By** Vice President Montes

**Seconded By** Secretary Dominguez

Authorize the execution and delivery of a Ground Lease, a Lease Agreement, an Assignment Agreement, and a Trust Agreement with respect to the execution and delivery of Rialto Unified School District Certificates of Participation (2024 Kitchen and Meeting Facilities Financing), evidencing principal in an aggregate amount of not to exceed \$55,000,000, and authorizing the execution of necessary documents and certificates and related actions.

**Vote by Board of Directors:**

**(Ayes) Martinez, Montes, Dominguez**

**(Abstain) Lewis**

**(Absent) O'Kelley**

**Approved by a Majority Vote**

**E. ADJOURNMENT**

**Moved By**            Member Dr. Lewis

**Seconded By**        Secretary Dominguez

**Vote by Board of Directors:**

**(Ayes) Martinez, Montes, Dominguez**

**(Abstain) Lewis**

**(Absent) O'Kelley**

Time: 9:11 p.m.

**Approved by a Majority Vote**

\_\_\_\_\_  
Clerk, Board of Education

\_\_\_\_\_  
Secretary, Board of Education





**Board of Education Agenda  
August 28, 2024**

**AMENDMENT NO. 3 TO THE AGREEMENT WITH PCH ARCHITECTS  
TO PROVIDE ARCHITECTURAL SERVICES FOR THE COVERED PARENT  
WAITING AREA AT THE DISTRICT ENROLLMENT CENTER**

**BACKGROUND:**

On May 4, 2022, the Board of Education approved an agreement with PCH Architects to provide architectural services for the Covered Parent Waiting Area at the District Enrollment Center, effective May 5, 2022, through December 31, 2023, a cost not-to-exceed \$10,000.00.

On October 5, 2022, the Board of Education approved Amendment No.1 to increase the contract amount for an additional cost of \$30,635.00 for a revised contract amount not-to-exceed \$40,635.00.

On October 25, 2023, the Board of Education approved Amendment No. 2 to extend the agreement term from December 31, 2023, to September 30, 2024, with all other terms of the agreement remained the same.

**REASONING:**

During construction, it was discovered that the main gas line needed to be relocated. Southern California Gas Company (SoCal Gas) was responsible for this task. However, SoCal Gas's timeline for the relocation exceeded six months, resulting in a significant project delay of at least six months. Additionally, the relocation required further design modifications and structural review.

Due to the extended project timeline, it is necessary to extend the contract with PCH Architect from September 30, 2024, to June 30, 2025. This extension also required an increase in the contract amount by \$14,400.00, for a total revised contract amount of \$55,035.00.

**RECOMMENDATION:**

Approve Amendment No. 3 to the agreement with PCH Architects for architectural services for the Covered Parent Waiting Area at the District Enrollment Center to extend the agreement term from September 30, 2024, to June 30, 2025, and increase the contract by \$14,400.00 for a revised contract amount not-to-exceed \$55,035.00, to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

**SUBMITTED/REVIEWED BY:** Angie Lopez/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**ACCEPTANCE OF THE FRESH FRUIT AND VEGETABLE PROGRAM GRANT  
FROM THE UNITED STATES DEPARTMENT OF AGRICULTURE**

**BACKGROUND:**

In March 2024, Rialto Child Nutrition applied for the Fresh Fruit and Vegetable Program (FFVP) grant for all nineteen (19) elementary schools. All elementary schools received the awarded grant except Kordyak Elementary School. Based on the USDA criteria, Kordyak Elementary School did not qualify to receive the grant for this program. The FFVP provides all children in participating schools with a variety of free fresh fruits and vegetables throughout the school day. It is an effective and creative way of introducing fresh fruits and vegetables as healthy snack options. The FFVP also encourages schools to develop partnerships at the State and local level for support in implementing and operating this program.

**REASONING:**

The FFVP grant provides funds to purchase fruits and vegetables for student consumption outside of the meal service programs. The fruits and vegetables will be given free of charge to students four days a week during their first recess along with Nutrition Education regarding what they are consuming, where it was grown, and its nutrient content. This is a beneficial program that will promote healthy eating habits and expose students to fruits and vegetables they may not have had the opportunity to experience before.

**RECOMMENDATION:**

Accept the first allocation of the Fresh Fruit and Vegetable Program (FFVP) grant from the United States Department of Agriculture (USDA) in the amount of \$77,651.10 for the following elementary schools: Bemis, Boyd, Casey, Curtis, Dollahan, Dunn, Fitzgerald, Garcia, Henry, Hughbanks, Kelley, Morgan, Morris, Myers, Preston, Simpson, Trapp, and Werner with an implementation start date of August 2024.

**SUBMITTED/REVIEWED BY:** Fausat Rahman-Davies/Diane Romo





**Board of Education Agenda  
August 28, 2024**

**APPROVE AN AGREEMENT WITH PBK ARCHITECTS TO PROVIDE ARCHITECTURAL AND DESIGN SERVICES FOR THE NEW CENTRAL KITCHEN PROJECT**

**BACKGROUND:**

The District's participation in the Child Nutrition program, which offers breakfast, fresh fruit and vegetable snacks, and lunch to more than 24,000 students each day, has expanded. All meals are cooked from scratch in the District's Central Kitchen Facility. The existing Central Kitchen Facility has aged infrastructure that requires extensive repairs and the size of the facility is not adequate for the volume of meals prepared for the various meal programs.

On August 23, 2023, the Board of Education approved an agreement with PBK Architects to conduct a pre-design feasibility study for a new central kitchen facility. The feasibility study has now been completed.

**REASONING:**

An architectural firm is needed to provide architectural services to design a new central kitchen facility. PBK Architects was selected from the prequalified pool of architects approved by the Board of Education on August 24, 2022.

PBK Architects will provide full basic services for architectural and engineering services from programming through close out, including the following services: architectural, structural, mechanical engineering plans and specifications, preparation of construction documents, agency approval of plans as needed, assistance during bidding and construction phases.

**RECOMMENDATION:**

Approve an agreement with PBK Architects to provide architectural and design services for the new central kitchen project, effective August 29, 2024, through June 30, 2027, at a cost not-to-exceed \$2,106,300.00, and to be paid from the Special Reserve for Capital Outlay Projects Fund 40.

**SUBMITTED/REVIEWED BY:** Angie Lopez/Diane Romo



**Board of Education Agenda  
August 28, 2024**

**APPROVE SCHOLARSHIPS FOR TEACHER PREPARATION PROGRAM WITH  
CALIFORNIA STATE UNIVERSITY SAN BERNARDINO,  
COLLEGE OF EDUCATION – RIALTO PROJECT IMPACT**

**BACKGROUND:**

California State University of San Bernardino (CSUSB) College of Education sponsors Diversifying the Teacher Pipeline Program, hereinafter referred to as "Project Impact," designed to recruit and retain minority male teachers in the field of education. The Rialto Unified School District is a partner with CSUSB in this undertaking.

"Project Impact" is a community outreach program of the College of Education at CSUSB. This project aims to increase the male teacher pipeline in California while working to help close academic achievement gaps in the TK-12 setting through intentional recruitment, training, and deployment of minority male teachers into California classrooms.

Rialto's "Project Impact" is the only "grow-your-own" model in the state focused on increasing minority male teachers in the District. RUSD provides the opportunity for classified employees and certificated substitutes who work for the District to pursue their goal of becoming classroom teachers in our District. This initiative aligns with a goal set forth by the State Superintendent of Public Instruction to increase the number of minority male teachers in the public school system.

**REASONING:**

The intended outcome of this partnership is to work together by recruiting minority male employees working in some capacity within the District, offering university training by completing a multiple-subject or single-subject teaching credential through CSUSB and returning the minority males into the TK-12 classroom settings of the District. The goal is to increase the male teacher pipeline by diversifying the teacher pool and working towards closing opportunity gaps and academic achievement gaps in the District.

The program aims to remove the barriers students face when becoming teachers. One barrier is the financial sacrifice of being unable to work as students complete the course requirements of student teaching. Rialto Project Impact offers scholarships to minority male students enrolled in the program to complete their teaching credentials successfully.

As of August 2024, twelve men have completed Rialto Project Impact, and ten completers are working in our school district. There are eleven men enrolled in the program beginning September 2024 and seventeen anticipated candidates for spring 2025.

**RECOMMENDATION:**

Approve fifteen (15) scholarships for students enrolled in the Rialto “Project Impact” program in collaboration with California State University, San Bernardino, effective August 29, 2024, through June 30, 2025, at a cost not to exceed \$150,000.00 and to be paid from the General Fund - Educator Effectiveness Grant Funds.

**SUBMITTED/REVIEWED BY:** Rhea McIver Gibbs, Ed.D.

**Rialto Unified School District  
and  
California School Employees Association and its Rialto Chapter 203  
Tentative 2024-2025 Contract Agreement**

**June 25, 2024**

**This Tentative Agreement is entered into by and between the California School Employees Association and its Rialto Chapter 203 (“CSEA”), and the Rialto Unified School District (“District”) and contains the agreements reached over the parties 2024-2025 bargaining proposals.**

**Any issue, subject, or matter discussed by the District and CSEA during negotiations over the 2024-2025 bargaining proposals not contained in this document shall be considered withdrawn by the party presenting it. Any “oral agreement” or “understanding” not reflected in writing below shall have no force or effect. All Articles and Appendices not mentioned below will remain status quo.**

**Agreement on the 2024-2025 contract amendments shall be conditional upon ratification of this Tentative Agreement and finalization of contract language.**

**Change to language is indicated in bold for additions and strike through for deletions:**

**ARTICLE XI: REPLACEMENT OR REPAIR OF  
EMPLOYEE’S PERSONAL PROPERTY**

1. The District will set aside annually an amount sufficient for reimbursing an employee under the terms of this Article. The District may reimburse the cost of replacing or repairing property of an employee, such as eyeglasses, hearing aids, dentures, watches, cell phones or articles of clothing necessarily worn or carried by the employee, or vehicles, when such items are damaged in the line of duty without fault of the employee or if such property is stolen from the employee by robbery or theft while the employee is in the line of duty.
2. The District may reimburse an employee for the loss, destruction, or damage by arson, burglary, or vandalism of personal property used in the schools or offices subject to paragraph “c” below.
3. If the items are damaged beyond repair or stolen, the actual value of such items may be reimbursed. The value of such items shall be determined as of the time of the damage thereto or the robbery or theft and shall include normal allowance for depreciation. Each claim by an employee will be judged on its individual merits.
4. Reimbursements shall be based on the following:
  - a. No reimbursement shall be made for any item having a value of less than ten dollars (\$10.00) at the time of damage or theft, nor shall any reimbursement be made for repairs of less than ten dollars (\$10.00). The maximum reimbursement for any one

loss shall not exceed seven hundred fifty dollars (\$750.00). Reimbursement shall be subject to the availability of funds authorized by the Board of Education for this specific purpose.

- b. A written request for reimbursement for damage to property shall be filed by the employee with the Risk Management Administrator within thirty (30) days of the date of loss and shall be signed by the employee and the Immediate Supervisor. The District may review and/or investigate any request for reimbursement as it deems necessary before granting reimbursement.
- c. Reimbursement for loss, destruction, or damage by arson, burglary, or vandalism of personal property used in the schools or offices is provided only when approval for the use of the personal property in the schools or offices was given before the property was brought to the school or office and when the value of the property was agreed upon in writing by the person bringing in the property, the Immediate Supervisor, and the Risk Management Administrator.
- d. Reimbursement for vehicle damage shall be limited to reimbursement of the deductible amount of the employee's insurance policy not to exceed five hundred dollars (\$500.00), for damages resulting from malicious acts of others, **or as a direct result of student activity**, while a vehicle is parked on or adjacent to the school or at the site of authorized District activities. Reimbursement for repair of vehicle damage for these unit member's who do not have an ~~deductible~~ insurance policy **with a deductible** shall be limited to the actual cost of repair not to exceed five hundred dollars (\$500). Collision, theft of an entire vehicle, any optional equipment attached thereto, any personal property within the vehicle, and damage to a vehicle resulting from actual theft of the vehicle are specifically excluded from this coverage.
- e. Where the claim involves a vehicle or theft of property, a report shall be made to the police and the police report number included in the claim.
- f. The employee must assign to the District right of subrogation to the extent of any reimbursement made by the District.
- g. Recommendations for reimbursements shall be made by the Superintendent and his/her decision will be final. The decision to deny payment shall not be arbitrary or capricious and any denial shall include the reason(s) for denial.

#### **ARTICLE XIX: HOLIDAYS**

1. The District shall provide employees the following paid holidays provided the employee is in paid status ~~during the workday~~ immediately preceding or succeeding the holiday:
  - a. New Year's Day
  - b. Martin Luther King, Jr. Day
  - c. Lincoln's Day

- d. Washington's Day
- e. Memorial Day
- f. Juneteenth Day
- g. Independence Day
- h. Labor Day
- i. Admission Day
- j. Veteran's Day
- k. Thanksgiving Day
- l. Day following Thanksgiving Day
- m. Christmas Eve Day - or the last working day prior to Christmas holiday
- n. Christmas Day

**(all other language in Article XIX will remain status quo)**

**ARTICLE XXI: DUTY HOURS**

1. The District reserves the right to designate the hours, work week and work year of all employees. Such designation is made at the time of initial employment and upon any change thereafter each employee shall be furnished with a statement including the number of duty hours per day, prescribed work week and the date on which the employee will begin and end the work year. Employees shall be provided with a minimum of a ten (10) work day notice of any changes in hours (daily start/end times, yearly start/end dates), except in extenuating circumstances as determined by the District.
  - a. ~~Transportation Bidding Process – The Transportation Manager~~ A **transportation administrator** will provide/email to each bus driver a current seniority list and the hourly bus assignments (routes) available for the upcoming school year. **Bus Drivers will bid on bus assignments that align with their work year in seniority order.** This information will be provided no later than one week before the first day of the unit member's work year. Bargaining unit members are expected to come prepared to make their bid selection. Bidding shall occur once per school year on a designated day prior to the beginning of the school year. In the event 3 or more routes increase by 30 minutes or more within a 30 calendar day window or a vacancy occurs before December 1<sup>st</sup> of each year, a second bid will take place for only those routes **by bus drivers with the same work year.**
2. The District reserves the right to designate the hours and workdays of all employees in certain positions as being less than eight (8) hour days. These employees will be paid and receive appropriate benefits on a prorated basis.
3. The normal workweek shall consist of eight (8) hours a day, exclusive of lunch, and forty (40) hours a week consisting of five (5) consecutive days (Monday through Friday) within a seven (7) day period.
4. Overtime shall be defined to include any time required to be worked in excess of eight (8) hours in any one (1) day and in excess of forty (40) hours in any calendar week. For the purpose of computing the number of hours worked, time during which an employee is

excused from work because of holidays, sick leave, vacation, compensatory time off, or other paid leave of absence shall be considered as time worked by the employee. Overtime shall be compensated at the rate of one and one-half (1 ½) times the rate of pay of the employee designated and authorized to perform the overtime. (Unit members shall not work overtime without prior District authorization.)

5. An employee having an average workday of four (4) hours or more during the normal workweek shall be compensated for any work required to be performed on the sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) day following commencement of the workweek at the rate equal to one and one-half (1 ½) times the regular rate of pay of the employee designated and authorized to perform the work.
6. An employee having an average workday of less than four (4) hours during a workweek shall, for any work required to be performed on the seventh (7<sup>th</sup>) day following commencement of his/her workweek, be compensated at a rate equal to one and one half (1 ½) times the regular rate of pay of the employee designated and authorized to perform the work.
7. All hours worked in excess of eight (8) hours on the sixth (6<sup>th</sup>) or seventh (7<sup>th</sup>) consecutive day of work shall be compensated at two times the regular rate of pay.
8. Compensatory time off, with the approval of the Supervisor, may be granted in lieu of cash compensation within twelve (12) calendar months following the month in which the overtime was worked and without impairing the services rendered by the District.
9. The District shall offer overtime on an equitable basis among qualified unit members. Where circumstances permit, the District shall give unit members at least twenty-four (24) hours notice when overtime is being assigned. It is the intent of this provision to allow the District to provide services with minimal interruption during certain times but shall not be interpreted in a manner to require unit members to work overtime on a regular or sustained basis.
10. Service rendered shall be structured and directed by the Immediate Supervisor. Service rendered shall be both those tasks specified in the employee's job description in addition to other responsibilities required by their assignment.
11. Adjustment of Assigned Time: Any employee who works a minimum of thirty (30) minutes per day in excess of his/her part-time assignment for a period of twenty (20) consecutive working days or more, shall have his/her basic assignment changed to reflect the longer hours in order to acquire fringe benefits on a properly prorated basis for that period of time.
12. The term "fringe benefits" as set forth in paragraph ten (10) above shall mean retroactive pay for any contractually recognized holiday as well as retroactive accrual for vacation and sick leave. Holiday pay shall be paid at the employee's regular rate of pay. ***Note: Employees who become eligible for health and welfare benefits pursuant to the provisions of paragraph 10 above and Article XX of this agreement shall have said benefits properly prorated effective the date of eligibility.***
13. Regular classified employees who accept assigned hours in their own classification, in addition to their assigned contract hours, shall be compensated for all such additional non-contract hours at their regular rate of pay.

- a. Nutrition Service employees who accept assigned hours in their own classification in addition to their assigned contract hours will continue to receive their regular rate of pay.
  - b. Bus Drivers who historically have received their regular rate of pay when they either assume the additional hours resulting from another Bus Driver being unavailable for his/her assigned run, or in situations wherein ten (10) month Bus Drivers accept assignments during the summer recess period shall continue to receive said regular rate.
  - c. When developing proposed routes the transportation supervisor shall ensure that each bus driver shall be assigned no less than four (4) hours per day throughout their regular assigned work year.
  - d. The District may utilize charter transportation only as follows: (1) the cost is borne by ASB funds, or (2) participation of a team in the CIF championship game, State championship game and/or National championship game, or (3) when the distance is 80 miles or over (one way), and when weather conditions are 100 degrees or over, or (4) contract services wherein District buses and/or drivers are not available.  
***Note: It is not the intent of the District to expand utilization of contract transportation.***
14. An employee who is employed to perform a service for the District upon the completion of which the service required or similar services will not be extended or needed on a continuing basis, shall be designated as a "short-term employee" and shall not be employed for any period in excess of six (6) months. If for some reason, the six (6) month period is interrupted, said period shall be extended for the length of time missed. If for some reason the District desires to otherwise extend the six (6) month period, agreement to do so, which shall not be unreasonably withheld, shall be obtained from the Association. If agreement cannot be reached to extend the six (6) month period, the District may unilaterally extend the period; however, the provisions of Education Code 45103, 45136, and 45137 shall be applicable.
  15. Except as otherwise specifically stated herein, nothing in this Agreement shall affect the right of management to employ, assign, and/or compensate personnel in accordance with operational needs including the sole right to determine whether to utilize substitutes or regular employees to fill any vacancies.
  16. An employee temporarily assigned to a higher classification, who assumes all or most of the duties and responsibilities for a period of time exceeding five (5) working days within a fifteen (15) calendar day period, shall when approved by the Personnel Administrator, be paid at the step they are currently on and the range to which he/she is temporarily assigned retro to the first day of the employee is assigned to a higher classification. This shall not normally apply to the miscellaneous work that employees may be assigned to do during the school vacation periods.
  17. Lunch Periods: Any employee who has a work assignment of more than five (5) hours per day shall be assigned a non-paid lunch period of not less than thirty (30) minutes. Lunch periods shall be taken at the time specified by the Immediate Supervisor.
  18. Shift Differential: Any employee whose regular assigned eight (8) hour work shift falls between the hours of 1:00 PM and 11:30 PM shall be paid a shift differential of ~~one (1)~~



**two (2) ranges higher than the regular day range for the same classification. Any employee whose regular assigned eight (8) hour work shift falls between the hours of 10:00 PM and 7:30 AM shall be paid a graveyard shift differential of three (3) ranges higher than the regular day range for the same classification.**

19. Shift differential shall not be paid under the following circumstances:
- a. When the regular assigned work shift reverts to the day shift for a period of more than twenty (20) working days.
  - b. Special work assignments as determined by the District.
  - c. Regular work day overlap.
  - d. Regular day overtime.
  - e. Minimum call-in time.
  - f. Split Shift.
20. Minimum call-in time: An employee called back from off-work to perform unscheduled services after regular hours shall receive a minimum of two (2) hours pay at the appropriate rate for such services, provided the employee does not continue working into his/her regular duty hours. Employees who return to work to attend scheduled meetings, workshops, seminars, etc., shall be paid the appropriate rate for the actual time of the meeting plus mileage to and from their residence.
21. Employees may be permitted to work in other departments at the regular rate of pay for that position at Step I, or if that amount is less than the employee's current salary, at the step just above the employee's current salary.

**(all other language in Article XXI will remain status quo)**

**ARTICLE XXII: PAY AND ALLOWANCES**

1. Effective July 1, ~~2024~~ 2023, the existing ~~2022/2023~~ **2023/2024** classified salary schedule shall be adjusted upward to reflect a ~~9%~~ **1.07%** increase ~~and a one-time bonus of 1% off the salary schedule. The 1% bonus will be on the base salary as of September 1, 2023, no adjustments will be made to the one-time bonus for increases or docks after that date.~~ Effective July 1, 2017, the salary schedule will be leveled to reflect a 5% increase between steps and 2.5% between ranges.

Effective July 1, 2022, Step 6 will be added to the Classified Services Salary Schedule.

2. If a greater salary increase or other compensation is granted to management, supervisory or confidential personnel, or any other employee representative organization, excluding certificated substitute employees, the District shall grant the same increase to CSEA, retroactive as appropriate. A salary increase granted to CSEA pursuant to this paragraph shall not be implemented until salary negotiations are finally settled with CSEA for the school year(s) at issue.

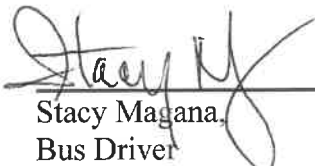
3. The anniversary date for all personnel employed after July 1, 1967, shall coincide with the original date of employment. However, all unpaid leaves of absence, other than sick leave, shall not count towards step advancement on the salary schedule. When such leaves are taken, the Personnel Services Administrator, shall adjust the employee's anniversary date to reflect the period of absence.
4. An appointment made between the first and fifteenth day of the month shall be considered as effective on the first day of that month. Later appointments shall be considered effective at the beginning of the next month.
5. Employees will receive additional longevity pay on the basis of years of service in the following manner:
  - a. After completion of the 10<sup>th</sup> year of service - ~~\$84.00~~ **\$85.00** per month.
  - b. After completion of the 15<sup>th</sup> year of service - ~~\$112.00~~ **\$113.00** per month.
  - c. After completion of the 20<sup>th</sup> year of service - ~~\$141.00~~ **\$143.00** per month.
  - d. After completion of the 25<sup>th</sup> year of service - ~~\$169.00~~ **\$171.00** per month.
  - e. After completion of the 30<sup>th</sup> year of service - ~~\$196.00~~ **\$198.00** per month.
  - f. After completion of the 35<sup>th</sup> year of service - ~~\$225.00~~ **\$227.00** per month.
  - g. The longevity increments shall be a flat dollar amount added to the employee's regular monthly salary.
  - h. Starting with the 2020/2021 school year, longevity increments will be increased by the same amount applied to the classified salary schedule. These increases will be effective the same date the salary increase is effective.
6. Employees authorized by the District to use their personal automobiles in the performance of their duties shall be reimbursed for mileage at the rate established by the Internal Revenue Service. A change in rate shall be effective the first day of the month following notice received from the Internal Revenue Service.
7. The following employees shall be required to wear uniforms and/or footwear during the performance of their duties and shall therefore be entitled to the indicated cleaning and/or maintenance allowance except in cases wherein the District provides said cleaning and maintenance services:
  - a. Bus drivers, Mechanics, Grounds, Maintenance, Warehouse, Mail Room, Print Shop, Custodians, ~~Information~~ **Technology Services** and Nutrition Services personnel excluding clerical unit members – twenty dollars (\$20.00) per month uniform allowance.
  - b. Mail Room, Print Shop, Nutrition Services personnel excluding clerical unit members, **Custodial**, Mechanics, Maintenance, Warehouse, Nutrition Warehouse Delivery Workers, District ~~Security~~ **Safety** Officers, and Grounds personnel


excluding clerical unit members – fifteen dollars (\$15.00) per month shoe allowance. Wearing of the designated safety shoe shall be mandatory.


- c. District ~~Security~~ **Safety** Officers – fifty dollars (\$50.00) uniform allowance per qualifying month of service not to exceed \$600.00 annually.
- 8. Staff receiving a Bilingual stipend shall be paid a monthly stipend at the rate of 2.75% of the unit member's base salary.
- 9. Staff receiving a Special Needs stipend (toileting and diapering if not in their job description) shall be paid a monthly stipend at the rate of 5% of the unit member's base salary.

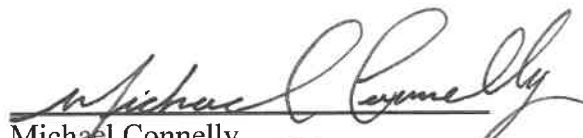
**AGREED TO THIS 25<sup>TH</sup> DAY OF JUNE, 2024.**

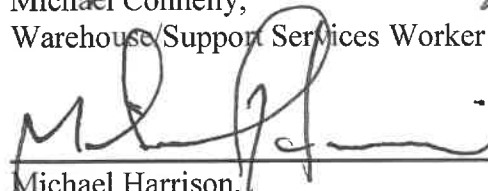
FOR THE ASSOCIATION:

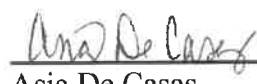
  
\_\_\_\_\_  
Stacy Magana,  
Bus Driver

  
\_\_\_\_\_  
Myesha Kennedy,  
CSEA Labor Relations Representative

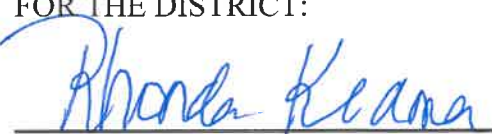
  
\_\_\_\_\_  
Diana Silva,  
Technology Support Technician III

  
\_\_\_\_\_  
Michael Connelly,  
Warehouse/Support Services Worker

  
\_\_\_\_\_  
Michael Harrison,  
Safety Intervention Officer II/  
District Patrol

  
\_\_\_\_\_  
Asia De Casas,  
Secretary III

FOR THE DISTRICT:

  
\_\_\_\_\_  
Rhonda Kramer  
Lead Personnel Agent

  
\_\_\_\_\_  
Armando Urteaga  
Lead Personnel Agent

\_\_\_\_\_  
Derek Harris  
Lead Risk Management &  
Transportation Agent

  
\_\_\_\_\_  
Nicole Albiso  
Lead Fiscal Services Agent



**Board of Education Agenda  
August 28, 2024**

**APPROVE THE IMPLEMENTATION OF THE CLASSIFICATION AND COMPENSATION STUDY FOR CLASSIFIED EMPLOYEES**

**BACKGROUND:**

On February 13, 2019, the Board of Education approved a classification and compensation study for all classified bargaining unit members. The study was completed in March of 2020. Meetings were held with the California School Employees Association (CSEA), and its Chapter 203 regarding the study and to review all 152 job descriptions. In March of 2024, the District and CSEA signed a Memorandum of Understanding regarding the implementation of the study.

**REASONING:**

Approval to implement the classification and compensation study will allow Rialto Unified School District to attract and retain qualified, high performing workers who will be paid equitable salaries and to maintain a competitive position with other like entities within the same geographic area.

**RECOMMENDATION:**

It is recommended that the Board of Education approve the classified bargaining unit classification and compensation study, effective February 1, 2024, at a cost not-to-exceed \$5,369,207.00, and to be paid from the General Fund, Adult Education, Child Development and Nutrition.

**SUBMITTED/REVIEWED BY:** Roxanne Dominguez, Rhonda Kramer, and Armando Urteaga

**MEMORANDUM OF UNDERSTANDING**

Between the  
RIALTO UNIFIED SCHOOL DISTRICT  
and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 203


This Memorandum of Understanding ("MOU") reflects the full and complete agreement of the Rialto Unified School District ("District") and the California School Employees Association, and its Chapter 203 ("CSEA," and together, the "Parties") regarding the implementation of the Classification and Compensation study of all job classifications within the bargaining unit.

On March 1, 2024, the District and CSEA met and agreed to the following:

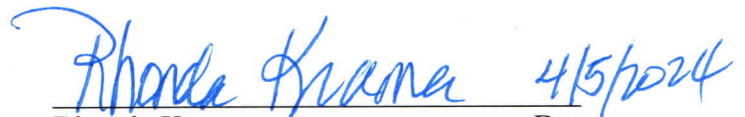
1. During the 2018-2019 school year, the District agreed to conduct a Classification and Compensation study of all job classifications within the CSEA bargaining unit, as listed in Appendix A of the Agreement between the District and CSEA, dated July 1, 2016 to June 30, 2019 ("Agreement").
2. The results of the Classification and Compensation study will be effective February 1, 2024.
3. For employees that will be placed on a higher salary range, their normal base salary increase will occur no later than seventy (70) calendar days after ratification by the Board of Education, and the retroactive increase no later than one hundred (100) calendar days after ratification by the Board of Education.
4. CSEA members whose duties and salary have been modified through the classification and compensation study who submit a reclassification request form to his/her Immediate Supervisor (as defined in the Agreement) and/or to Personnel Services, shall be ineligible for reclassification for the 2023/2024 and 2024/2025 school year.
5. This MOU constitutes the full and express agreement between the Parties with respect to the subject matter hereof. There exist no other agreements, promises, inducements, or understandings other than those provided herein.
6. This agreement is not subject to Article IX – Grievance Procedure of the Collective Bargaining Agreement.

This agreement is subject to CSEA 610 approval and approval of the Governing Board of Education.

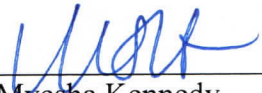
For the Association:

  
Chris Cordasco Date  
CSEA Chapter #203 President

For the District:


  
Rhonda Kramer Date  
Lead Personnel Agent

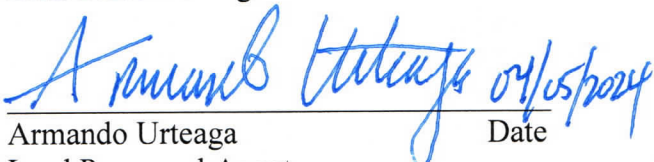
FOR THE ASSOCIATION:

 4/5/24  
Myesha Kennedy Date  
CSEA Labor Relations Representative

  
Diana Silva, Date  
Technology Support Technician III

FOR THE DISTRICT:

 4-5-24  
Roxanne Dominguez Date  
Lead Personnel Agent

  
Armando Urteaga Date  
Lead Personnel Agent



**Board of Education Agenda  
August 28, 2024**

**RESOLUTION NO. 24-25-10  
REMUNERATION**

**WHEREAS**, The Governing Board of the Rialto Unified School District acknowledges that Board Member, Nancy G. O’Kelley, was excused from the Wednesday, August 14, 2024, regular meeting of the Board of Education;

**AND WHEREAS**, California Education Code §35120 and Rialto Unified School District Board Bylaw 9250 states that a school board member may be paid for any excused absence, by resolution duly adopted and included in its minutes;

**THEREFORE, BE IT RESOLVED**, that the Board of Education excuse the absence of Board Member, Nancy G. O’Kelley, from the Wednesday, August 14, 2024, regular meeting of the Board of Education.

\_\_\_\_\_  
Joseph W. Martinez, Board President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Ed D’Souza, Ph.D., Acting Board Secretary

\_\_\_\_\_  
Date

**SUBMITTED/REVIEWED BY:** Ed D’Souza, Ph.D.



**Board of Education Agenda  
August 28, 2024**

**DENY LIABILITY CLAIM NO. 24-25-03**

**BACKGROUND:**

The District received Liability Claim No. 24-25-03

**REASONING:**

Government Code, Section 900

**RECOMMENDATION:**

Deny Liability Claim No. 24-25-03

**SUBMITTED/REVIEWED BY:** Derek Harris/Diane Romo





## Beliefs

We believe that...

- Everyone has unique talent
- There is unlimited power in all of us
- All people have equal inherent worth
- Diversity is strength
- Each person deserves to be treated with respect
- High expectations lead to high achievement
- Risk is essential for success
- Common goals take priority over individual interest
- Integrity is critical to trust
- Honest conversation leads to understanding
- Music is the universal language
- A strong community serves all of its members
- Everyone has the ability to contribute to the good of the community

## Parameters

- We will make all decisions in the best interest of students
- We will honor the worth and dignity of each person
- We will hold the highest expectations of everyone
- We will assert the unlimited potential of every student
- We will practice participatory decision-making throughout the district
- We will not allow the past to determine our future

### ***Back Cover Pictures:***

**Top:** The Rialto Unified School District's second annual Educational Excellence Conference, held on July 16 and 17, 2024, brought together hundreds of RUSD educators for two days of collaborative learning and professional growth. Featuring sessions led by RUSD educators, the conference covered a wide range of impactful topics, from positive behavior guidance to inclusive leadership, teacher recruitment, retention, and effective classroom strategies. One standout session was presented by **Mr. David Emrick**, a dedicated teacher from Dollahan Elementary School. Titled "Do Hard Things!" his engaging session challenged attendees to explore strategies for overcoming personal and professional barriers.

**Bottom:** New leaders rising! New administrators in the Rialto Unified School District took part in a two-day onboarding training, hosted by Personnel Services, on July 23 and 24, 2024. The training included team-building exercise where administrators collaborated to solve a puzzle, only to discover they needed to work with other groups to find the missing pieces. Kolb Middle School Assistant Principal **Dr. Stephen De Francis** (pictured left), Preston Elementary School Principal **Ms. Erica Bennett** (pictured center), and Dollahan Elementary School Principal **Mrs. Elizabeth Alegre-Punchur** (pictured right) demonstrate teamwork in action.

